

**REPORT**  
**OF**  
**THE TWO-MAN COMMITTEE**  
**ON**  
**WAGES AND DEARNESS ALLOWANCE**  
**1956-57**



सत्यमेव जयते

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## TABLE OF CONTENTS

	Pages
Chapter I .. Introductory .. .. .	1
Chapter II .. Historical Background of the present wage structure	3
Chapter III .. Bird's Eye View of Industries .. ..	9
Chapter IV .. Demonetisation .. .. .	31
Chapter V .. The Pay Packet .. .. .	39
Chapter VI .. Financial Position of the industries and their ability to pay .. .. .	60
Chapter VII .. Categorisation and wage differentials .. ..	110
Chapter VIII .. Pay Scales and Grades of Clerical Establishments ..	155
Chapter IX .. Summary and conclusions .. .. .	160
GENERAL APPENDIX	
Appendix I .. Press-note, dated 27-7-1956 .. .. .	176
Appendix II .. Press-note, dated 17-10-1956.. .. .	177
Appendix III .. Statement showing the points sent to the managements and trade unions for the submission of memoranda .. .. .	178
Appendix IV .. Statement showing the names of persons who appeared before the Wages Committee for informal discussions .. .. .	179
Appendix V .. Statement showing the industrial concerns and factories visited by the Wages Committee .. ..	180
Appendix VI .. Statement showing the names of persons who appeared before the Committee to give formal evidence .. ..	182
Appendix VII .. Statement showing the list of small engineering workshops along with the number of workers employed and the wages of the least skilled worker .. ..	184
Appendix VIII .. Statement showing the list of job presses along with the number of workers and wages of the least skilled workers .. .. .	187
Appendix IX .. Statement showing the basic wage rates for time rated workers in the Azamjahi Mills, D.B.R. Mills and the rates of the Sholapur Standardisation Award	190

		Pages
Appendix (continued)	IX ... Statement showing the basic wage rates for piece rated workers in the Azamjahi Mills, D.B.R. Mills and the rates of the Sholapur Standardisation Award .. .. .	202
Appendix	X .. Statement showing the occupations and grades in Vazir Sultan Tobacco Company and Imperial Tobacco Company .. .. .	218
Appendix	XI .. Copy of the Memoranda of mutual settlement between the Vazir Sultan Tobacco Company and their Workers' Union .. .. .	222
Appendix	XII .. Copy of letters received from the Hyderabad Municipal Commissioner, General Manager, Road Transport Department and the Director of Public Instruction, Government of Andhra Pradesh .. .. .	224
Appendix	XIII .. Consumer price index number for working class by consumption groups for Hyderabad city base August 1939=100 .. .. .	226
Appendix	XIV .. Retail prices of few of the common articles of daily consumption in various places in October 1956 .. .. .	227
Appendix	XV .. Note on the mode of linking dearness allowance to the index numbers in Azamjahi Mills and Vazir Sultan Tobacco Company.. .. .	228
Appendix	XVI .. Retail prices of commodities in the food group in Hyderabad, Nizamabad, Warangal and Sirpur .. .. .	229
Appendix	XVII .. Categories and grades of the workers of the National Rayon Factory, Kalyan .. .. .	231
Appendix	XVIII .. Present classification and grades and the proposed classifications and grades of the Electricity Dept. .. .. .	234
Appendix	XIX .. Comparative statement of occupations and grades in the Electricity Department Andhra Pradesh and in the neighbouring States .. .. .	238
Appendix	XX .. List of engineering concerns owned and managed by Government and concerns in private sector .. .. .	242
Appendix	XXI .. Occupations, categories and grades in the P.W.D. Workshop .. .. .	243
Appendix	XXII .. Categories and grades in different industries in the residuary State of Hyderabad .. .. .	244
Appendix	XXIII .. Categories and grades in the major engineering concerns in Hyderabad and Bombay .. .. .	245
Appendix	XXIV .. Sections, categories, occupations and grades in Praga Tools Corporation .. .. .	248

	Pages
Appendix XXV .. Occupations, categories and grades of Metal Works .. ..	Allwyn .. 250
Appendix XXVI .. Occupations, categories and grades of Workshop .. ..	R.T.D. .. 251
Appendix XXVII .. Occupations and grades in the Government Printing Press of Andhra Pradesh, Bombay and Madras ..	.. 252
Appendix XXVIII .. List of Newspaper and job presses grouped under Class 'A' & 'B' .. ..	.. 257
Appendix XXIX .. Occupations, wages and dearness allowance in presses in Hyderabad and the neighbouring States ..	.. 258
Appendix XXX .. Categories, occupations and grades in the Nizam Sugar Factory, Bodhan ...	.. 266
Appendix XXXI .. Categories, Grades and occupations in the Kohinoor Glass Factory .. ..	.. 269
Appendix XXXII .. Categories, grades and occupations of the Sirpur Paper Mills .. ..	.. 270
Appendix XXXIII .. Occupations and wages in Sirsilkot .. ..	.. 271
Appendix XXXIV .. Existing clerical grades in the .. of different industries .. ..	.. 277
Appendix XXXV .. Frequency table showing the size of different units ..	.. 279
Appendix XXXVI .. Names of different units coming under different groups of recommendations .. ..	.. 280
Appendix XXXVII .. Consumer price index number for the working class for Hyderabad, Warangal and Nizamabad, base 1943-44=100 .. ..	.. 281
Appendix XXXVIII .. Consumer price index number for different centres in India, base 1949=100 .. ..	.. 282
Appendix XXXIX .. All-India Index number of wholesale prices. Base 1939=100 .. ..	.. 283
Appendix XL .. Statement showing the All-India average consumer price index numbers. Base 1949=100 .. ..	.. 284
Appendix XLI .. Tabular statement showing recommendations of the wages Committee.	286



# REPORT OF THE HANUMANTH RAO COMMITTEE ON WAGES AND DEARNESS ALLOWANCE

## CHAPTER I.

### INTRODUCTORY

The Government of Hyderabad under their Notification No. Lab-94-1-56-43, dated 26-9-1956 constituted a Wages Committee consisting of the following persons :—

1. Shri M. Hanumanth Rao, M.A., H.C.S. *Chairman.*
2. Shri S. R. Deshpande, *Member.*

Shri T. Gopalakrishna Rao was appointed Secretary of the Committee.

2. The terms of reference of the Committee were as follows :—

“To re-examine the reports of the Wage Boards appointed by Government in November 1953, and make recommendations to Government regarding the fixation of basic wage rates and D.A. for different categories of workers employed in the industries covered by the Wage Boards, having regard to the paying capacity of each industry in particular, and other relevant factors, including the increase already announced by Government in the Press Note, dated 27-7-1956.”

A copy of the Press Note referred to is given in Appendix I. Subsequently the Labour Department of the Government of Hyderabad issued another Press Note, dated 17th October 1956 in which they stated that the Committee can make recommendation about the date from which the recommendations regarding the basic wage rates and dearness allowance should be given effect to. A copy of the Press Note is given in Appendix II.

3. The Chairman and Member took charge on 31-10-56 and 9-11-1956 respectively. However, the Committee actually started work from 20-11-1956 due to the initial delay in the appointment of the Secretary and the staff as well as due to the delay in securing accommodation for the office.

4. Since in the Press Note of 27-7-1956 the Government has stated that the recommendations made in the report submitted by the Wage Board for Cement Industry are still under the consideration of the Government, the Committee have excluded the cement and cement products' from the purview of their enquiry.

5. Instead of sending a detailed questionnaire to the parties concerned, it was decided to send a list of points (See Appendix III) to the managements and trade unions of various units of the industries to be covered by the Committee with a request that they should send memoranda on the points within a period of a fortnight. In the meanwhile, the Committee got into touch with the Heads of Departments of Government concerns and labour leaders and held informal discussions with them to get a background of the problems they had to deal with. A list of persons with whom the Committee held discussions is shown in Appendix IV.

6. By the time the Committee had completed their programme of discussion, memoranda were received from some of the managements and trade unions. After studying them the Committee arranged a programme of visits to different units and interviews with the representatives of managements and labour unions. A sample of units of the various industries was visited and information was gathered regarding the working of the factory, its lay out, welfare and other amenities provided, etc. Thereafter, the labour representatives of the units visited were interviewed and after hearing their point of view the representatives of the management were interviewed. The programme of the Committee's visits to the various concerns together with dates is reproduced in Appendix V. The list of employers' and employees' representatives who were interviewed by the Committee is given in Appendix VI.

7. Shri M. Rabindranath Tagore, B.COM., A.C.A., was appointed as Chartered Accountant to the Committee to assist them in assessing the financial position of the different industrial units.

8. The Wage Boards constituted in 1953, covered industrial units in the former State of Hyderabad. Since November 1, 1956, eight of the districts were added either to Mysore or Bombay States ; hence a clarification was sought by the Committee from Government as to whether during the course of their enquiry they should confine themselves only to such of

the units covered by the Wage Boards as formed part of the residuary State of Hyderabad or should also cover the units which are now located in the States of Bombay and Mysore. The Government informed the Committee that they should confine their enquiries only to such of the units covered by the Wage Boards as were situated in the residuary State of Hyderabad, now part of the Andhra Pradesh.

9. When the Committee was appointed the Government desired that they should submit their report within a period of four months. However, since the work of the Committee could not be completed by that time an extension of two months was granted by Government. Accordingly they have submitted the report on 20th day of April 1957.

## CHAPTER II.

### HISTORICAL BACKGROUND OF THE PRESENT WAGE STRUCTURE

10. The existing structure of industrial wages in the residuary State of Hyderabad has been based largely on the recommendations of different investigation committees from time to time, viz., the Technical Employees' Wages Committee 1946, the Pay & Service Commission 1947, the Labour (Factory) Investigation Committee 1949 and also on Awards of Industrial Tribunals from 1949 onwards.

11. *The Technical Employees' Wages Committee Enquiry.*—The Technical Wages Committee confined their enquiries only to the technical employees of Government Departments. Their recommendations dealt mainly with the fixation of categories and wages scales for each category. In fixing categories and wage rates they were guided by the prevailing rates of wages in the region.

12. *The Pay and Service Commission.*—The Pay and Service Commission (1947) recommended pay scales for different cadres of Government employees. They also recommended certain modifications of the categories and pay scales fixed by the Technical Employees' Wages Committee and reduced the number of categories. A comparative statement of the

recommendations of the Technical Employees' Wages Committee and the Pay and Service Commission is given below :—

Scales proposed by the Technical Employees' Wages Committee (1946)			Scales modified by the Pay & Services Commission 1947.	
1			2	
			Os. Rs.	Os. Rs.
1. Unskilled	..	..	20- 1-30	20-1-30
2. Semiskilled Class II	..	..	25-1½-37½	30-1½-45
3. Semiskilled Class I or Skilled class III	..	..	30-1 -45	
4. Skilled class II	....	..	40- 2-60	40- 2-60
5. Skilled class I	..	..	50-2½-75	60-2½-75
6. Supervisory Class IV	..	..	60- 3-90	75- 3-105
7. Supervisory Class III	..	..	80- 4-120	105- 4-125
8. Supervisory Class II	..	..	90- 5-150	125- 4-165
9. Special Grade	..	..	120- 6-180	
10. Supervisory Class I	..	..	160-10-230 EB-10-300	170-5-205-EB 7½-250 EB-10-360

Whereas the Technical Employees' Wages Committee made no change in the existing rates of dearness allowance, the Pay & Service Commission fixed rates of dearness allowance for different income groups and suggested linking of dearness allowance to the cost of living index numbers. The Government, however, did not agree to the linking of dearness allowance to the cost of living index numbers.

13. *The Labour (Factory) Investigation Committee Enquiry.*—The Labour (Factory) Investigation Committee 1949, (popularly known as the Rege Committee) was the first comprehensive labour enquiry in Hyderabad covering industries both in the public and the private sector. However, the recommendations of the Rege Committee regarding basic wage and dearness allowance were confined only to the least skilled worker. The Committee recommended a basic wage for the

least skilled worker of O.S. Rs. 26 per month on the pre-war price level and suggested that it should be made applicable to all industrial concerns in Hyderabad State. Regarding dearness allowance the recommendation was, that the increase in the cost of living since 1939 should be neutralised to the extent of 50% subject to the paying capacity of the industry and that the lowest paid industrial worker should get dearness allowance of O.S. Rs. 26 per month. The linking of the dearness allowance to the cost of living indices was also recommended which recommendation, however, was not accepted by Government. The recommendation regarding basic wage was modified by Government and a minimum wage of O.S. Rs. 20 for women and O.S. Rs. 17 for children was fixed with a proviso that if men and women should be engaged on the same kind of work they should receive the same basic wage.

14. *Industrial Tribunal Awards in Hyderabad.*—After the recommendations of the Rege Committee of 1949, the awards of Industrial Tribunals have played a considerable part in influencing the wage structure of industrial workers in Hyderabad State. A close examination of awards of the Industrial Tribunal in Hyderabad since 1949 reveals certain interesting features. Firstly, during the years 1950 to 1952 there was a greater number of disputes regarding wages referred to the Industrial Tribunal compared to subsequent years. Secondly, the tendency on the part of the Industrial Tribunal was to base its awards regarding minimum basic wage and dearness allowance on the recommendations of the Rege Committee. Hence in most of the Awards we come across references to the Rege Committee's recommendations and fixation of O.S. Rs. 26 as basic wage to the least skilled worker. However, fixation of wages to the higher categories was done by most of the Tribunals taking into consideration the wages obtaining in similar industries inside and outside Hyderabad State ; for example, in the dispute between the workmen and management of seventeen printing presses the Industrial Tribunal in its award, dated 30th April 1952, has stated that for the consideration of the classification of workers as well as fixation of wage rates in the printing presses material from the neighbouring States was required. Accordingly, on the basis of the information received from the neighbouring States the Industrial Tribunal classified the workers in printing presses and fixed wage scales. Similarly, in the dispute between the employers and employees of Rice & Oil Mills at Jammikunta the Industrial Tribunal in its award, dated 21st September 1951, fixed wage rates taking into consideration the prevailing wage rates in

the Rice and Oil Mills in neighbouring places like Warangal, Peddapalli, and also the rates obtaining in Madras State. Similarly, in a dispute between employers and employees of the Road Transport Department on the question of revision of scales, the Industrial Tribunal in its award, dated 28th November 1953 stated that there should be no distinction between the pay in Railways and the Road Transport Department since both have similar occupations and hence recommended the same pay scales to the Road Transport Department as obtained in the Railways. However, in the dispute between the employees and employers of Sirpur Paper Mills on the question of the revision of basic wage, the Industrial Tribunal took a slightly different view and stated that comparison of wages in other paper mills situated in places like Mysore, Rajahmundry, etc., may be useful for skilled jobs but as regards unskilled labour the wages must depend largely on those prevailing in the surrounding areas. Hence, recommendations regarding the wage scales for the least skilled worker were made taking into consideration the wage structure in Hyderabad State only.

15. Though in most of the Awards the minimum basic wage was O.S. Rs. 26 as recommended by the Rege Committee Tribunals have not hesitated to award a higher minimum wage to the least skilled worker wherever the units were in a position to pay. Thus, in the dispute between employees and employers of the Nizam Sugar Factory, the Labour Appellate Tribunal, Bombay in its decision, dated 9 August 1956 has stated as follows :—

“While we should not hastily disturb the wage structure in this case a revision has been overdue and neither wages nor our concepts of social justice are so static that changes should not be introduced when justice demands. It is common place by this time that it is the financial conditions and the reasonable future prospects of a concern that determine the level at which wages should be fixed between the bare minimum on the one hand and the full living on the other. This concern by any standard is not only well established but also prosperous and there is no reason to think of any likely impediment to its continued prosperity. The concern being so prosperous is well able to afford a higher level of a fair wage.”

Hence in view of the prevailing wage rates in the neighbouring States the minimum basic wage has been fixed at I.G. Rs. 26 going up to I.G. Rs. 30 with an annual increment of Re. 0-8-0.

Regarding women's wages, though in the earlier awards the Tribunals were fixing the same wage rates for both men and women in the least skilled category, in the subsequent awards the tendency was to award a lower basic wage to women than to men in the lowest category. Thus, in the dispute between the Hyderabad Municipal Corporation and their workers the Industrial Tribunal in its award, dated 20th September 1951, rejected the plea that there should be a difference between the wages of men and women in the lower category of workers. Hence, the Tribunal fixed O.S. Rs. 26 as the minimum basic wage for both men and women workers. On the other hand, in the dispute between the management of the Pearl Surgical and Dressing Works and their workers the Industrial Tribunal in its award, dated 1st October, 1951, fixed O.S. Rs. 26 for men and O.S. Rs. 20 for women, thus differentiating between the wages of men and women in the same category.

16. In the fixation of dearness allowance the main consideration in most of the Awards in Hyderabad has been the capacity of the industry to pay. Though generally the tendency was to fix dearness allowance at O.S. Rs. 26 on the basis of the Rege Committee's recommendations, instances are not wanting where the Tribunals have fixed for higher amounts of dearness allowance in case the unit was in a position to pay. Thus, in the dispute between employers and employees of D.B.R. Mills the Industrial Tribunal in its award, dated 6th November 1951, has stated that keeping in view the capacity of the concern to pay, O.S. Rs. 30 should be the dearness allowance. Similarly, in the dispute between the Nizam Sugar Factory employees and employers, the Labour Appellate Tribunal in its decision, dated 7th August, 1956, has raised the dearness allowance of the least skilled worker to I.G. Rs. 30 taking into consideration the prosperity of the concern. Somehow the principle of linking dearness allowance to the cost of living index has not found favour with Industrial Tribunals in Hyderabad. Generally in most of the Awards dearness allowance has been fixed either on a flat rate basis or according to income groups. Thus, in the dispute between the management and workers of the Osman Shahi Mills, Nanded the Industrial Tribunal in its Award, dated 16th November 1950, has stated that since the correct statistics regarding the index figures are not available the best way is to calculate dearness allowance at a flat rate. Hence a flat rate of O.S. Rs. 36 on the basis of 69% neutralisation keeping the basic wage at Rs. O.S. 26, was awarded. Regarding dearness allowance to women workers, in almost all the Awards no differentiation

has been made from the dearness allowance granted to male workers.

17. *Enquiries of the Wage Boards.*—In the year 1953 the Government of Hyderabad decided to demonetise the Osmania Sica currency with effect from 1st April, 1953. This decision created a great deal of unrest among the working classes. The Trade Unions argued that demonetisation would cause hardships to the workers since after demonetisation most of the commodities might be sold in equal I.G. currency resulting in a loss of  $16\frac{2}{3}\%$  to the workers. Strike notices were issued to the effect that if the wages of all workers were not paid in equal I.G. currency the workers would go on strike with effect from 21st April, 1953. In view of the agitation Government held prolonged discussions with the labour leaders and a decision was arrived at to set up wage boards to enquire into the present wage levels in each industry and after taking into consideration the effects of demonetisation, if any, to recommend fixation of basic wages and dearness allowance in respect of various categories of workers. In view of the above decision the general strike scheduled to commence from 21st April 1953 was called off. Accordingly, the following thirteen wage boards were set up by the Government of Hyderabad with effect from November 1953 :—

- Wage Board for :
1. Electricity.
  2. Printing Presses.
  3. Drainage & Water Works (Hyderabad and Secunderabad).
  4. General Engineering and Metal Works.
  5. Glass and Clay Works.
  6. Chemicals and Chemical Products.
  7. Cement and Cement Products.
  8. Sugar.
  9. Paper.
  10. Distilleries.
  11. Cigarette.
  12. Textiles and textile products.
  13. Rayon silk industry.



All the Wage Boards except the Wage Board for the Textile Industry took eight months to complete their enquiries and submitted their reports on 30-6-1954. The Textile Wage Board took eighteen months in view of the enlarged terms of reference namely, the standardization of nomenclature and fixation of workloads. They submitted their report on 30th March 1955.

18. Since the majority of the Wage Boards could not come to unanimous decisions and in view of the large number of dissenting notes, Government expressed their inability to implement the recommendations of the Wage Boards. In view of the above decision the Trade Unions affiliated to the Hyderabad State Mazdoor Sangh and the All-Hyderabad Trade Union Congress renewed their agitation and threatened to go on strike during the month of September 1956. The Government after considering the situation announced in their Notification, dated 9th September 1956 an interim relief of I.G. Rs. 1-12-0 in the basic wage and I.G. Rs. 1-12-0 in dearness allowance to workers drawing O.S. Rs. 26 and less in Government concerns. Employers in the private sector were requested to grant a similar increase to their employees. Government further announced the setting up of a Two-man Committee to re-examine the reports of the Wage Boards and make recommendations regarding the fixation of basic wage rates and dearness allowance for different categories of workers in the industries covered by the Wage Boards keeping in view the increase in the basic wage and dearness allowance announced by Government.

### CHAPTER III.

#### BIRD'S EYE VIEW OF INDUSTRIES

19. The Committee have been called upon by Government to cover the following industries :

1. Chemicals & chemical products.
2. Cigarettes.
3. Distilleries.
4. Drainage and Water Works (Hyderabad & Secunderabad).
5. Electricity.
6. General engineering and metal works.

7. Glass and Clay Works.
8. Paper.
9. Printing presses.
10. Rayon silk.
11. Sugar.
12. Textiles and textile products.

It is clear that the nature of the products of the different industries varies widely and that some of them are what are known as 'public utilities'. A few of the concerns are owned by Government and in some Government hold a certain proportion of the shares. The total number of units in these industries comes to 177 and the total number of persons employed to 30,538. The statement below gives in a tabular form the names of the various industries and the number of units and the total number of persons employed in each of them.

Name of industry	No. of of units.	Total num- ber of persons employed.
(1)	(2)	(3)
1. Chemicals and chemical products ..	6	531
2. Cigarettes ..	3	2,302
3. Distilleries ..	3	309
4. Drainage & Water Works ..	4	1,188
5. Electricity ..	3	2,412
6. General engineering and metal works ..	52	3,208
7. Glass and clay works ..	5	1,094
8. Paper ..	1	1,983
9. Printing presses ..	89	1,879
10. Rayon silk ..	1	2,358
11. Sugar (including farm labour) ..	1	5,882
12. Textiles and textile products ..	9	7,392
Total	177	30,538

We give below brief descriptive notes on each of the industries, the nature of work done and the wages of the least skilled workers along with other allowances paid to them.

20. *Electricity*.—There are three branches of the Electricity Department, namely, (1) the Hyderabad City Circle, (2) the District Power Schemes and (3) the Azamabad Thermal Power Scheme, Ramagundam. The City Circle was started in 1910 and the District Power Schemes in 1928 in the District of Hyderabad and in 1936 in Warangal, in 1935 in Nizamabad, in 1939 in Narayanpet, in 1944 in Yellandu and in 1951 in Khammamet. The Azamabad Thermal Power Scheme started construction work in 1949 but is not yet complete. The City Circle employs about 1,884 workers, the District Power Schemes 278 and the Azamabad Thermal Power Scheme about 250 workers. There is a power house attached to the City circle where power is generated by coal. Under the District Power Schemes, diesel oil engines are used for generation of power. The City Circle has the boilers section, and a water softening section to which a laboratory is attached. There is a bunker room and a workshop with carpentry and foundry sections. The District Power Scheme supplies power to the factories in the districts and for agricultural purposes. The wage and dearness allowance of the least skilled worker has been fixed in the Electricity Department as per the recommendations of the Rege Committee. The unskilled workers though in the grade of I.G. Rs. 18-26 are actually started at I.G. Rs. 22-4-0. The following dearness allowance and house rent allowance are paid to the workers as per the recommendation of the Pay and Service Commission. Those in the districts and in towns having a population of more than 25,000 get a slightly smaller house rent allowance as shown below :

Income group	Dearness Allowance	HOUSE RENT			
		Cities		Towns with more than 25,000	
IG. Rs.	IG. Rs. a. p.	IG. Rs. a. p.	IG. Rs. a. p.	IG. Rs. a. p.	IG. Rs. a. p.
Those drawing up to Rs. 43	.. 18 0 0	4 4 0	2 9 0		
Between Rs. 44 to 85	.. 24 0 0	6 0 0	4 4 0		
„ Rs. 86 to 172	.. 30 0 0	10 4 0	6 0 0		
„ Rs. 173 and above	.. 17½%	..	..		
„ Rs. 173 to 257	.. ..	12 13 0	8 9 0		
„ Rs. 258 and above	.. ..	17 2 0	12 13 0		

Workers in the mofussil places with less than 25,000 population do not get any house rent allowance.

21. *Drainage and Water Works.*—The Drainage Department in Hyderabad was, until recently under the control of the Public Works Department of the former Hyderabad Government. It was started in March 1926. However, since July 1954 it was transferred to the Hyderabad Municipal Corporation. A total of 316 workers are employed in the Drainage Division of the Hyderabad Municipality. In the Secunderabad Municipality the total number of workers in the Drainage Division is 42 of whom 9 are women Mazdoors. The jobs undertaken by the Drainage Department can be classified under the following heads :—

1. Work undertaken at the man-holes.
2. Work at the drainage workshop.
3. Work at the sewage centres.

The man-hole coolies clean drains periodically. The Workshop of the Drainage Department, manufactures implements required for cleaning the drains. They also undertake odd repair jobs for the Hyderabad Municipal Corporation. At the sewage centres the effluent water is collected and is allowed to pass through a canal and supplied for irrigation purposes. There is a laboratory attached to the sewage centre where tests are undertaken regarding effluent. The lowest paid worker in the Drainage Division (Hyderabad and Secunderabad) is in the grade of I.G. Rs. 18-26, but is started at I.G. Rs. 22-4-6. All the workers of this Division are governed by the Hyderabad Civil Service Regulations. The dearness allowance and house rent allowance paid to the workers of the Drainage Division is similar to that of the Electricity Department. Boy mazdoors and gang mazdoors are paid I.G. Rs. 2 per month as dirty work allowance and the Sub-overseers are paid I.G. Rs. 15 per month as conveyance allowance.

22. The Hyderabad Water Works came into existence with the completion of the original Chaderghat water-supply system in the year 1889. After the floods in 1908 the construction of two large lakes, Osman Sagar and Himayatsagar, was undertaken and the Hyderabad Water-Supply Scheme was completed in 1921 which is the basis of the present system. The work of the Department involves maintenance of the reservoirs, filtering the water and supplying it to the consumers through the distribution mains. The Department maintains filter beds

and pumping stations. It employs 616 male workers, 115 women workers and 46 boys totalling 777. In the Secunderabad Division of the water works 50 workers are employed. The unskilled workers though graded from I.G. Rs. 21 are actually started at I.G. Rs. 22-4-6 as per the recommendation of the Rege Committee. Dearness allowance and house rent allowance are paid to the workers on the basis of the recommendations of the workers on the basis of the recommendations of the Pay & Service Commission. The rates of dearness allowance and house rent allowance are similar to those of the Electricity Department.

23. *Distilleries.*—There are three distilleries in the residuary State of Hyderabad, viz., the Government Distilleries, Narayanguda, the Government Alcohol Factory, Kamareddy and the Government Power Alcohol Factory, Shakarnagar, Nizamabad. The last factory, viz., the Government Power Alcohol Factory, Shakarnagar is an auxiliary of the Nizam Sugar Factory, Shakarnagar and is dealt along with the Nizam Sugar Factory. The Government Distilleries, Narayanguda and the Government Alcohol Factory Kamareddy are Government-owned and managed concerns which started distillation in the years 1946 and 1935 respectively. The Government Distilleries, Narayanguda employs 121 persons of whom 112 are men and 9 women and the Government Alcohol Factory, Kamareddy employs 109 workers of whom 104 are men and 5 women. At the Government Distilleries, Narayanguda the liquor is distilled from Gul Moha flowers which are available in plenty in the residuary State of Hyderabad. The Gul Moha is brought to the distillation house from the godown by carts. It is weighed on the weighing machine and a known quantity of Gul Moha is soaked in fermentation vats. The fermentation takes approximately 48 to 60 hours after which the fermented liquid is pumped into the stills and distilled. The Alcohol distilled is collected in the receivers and then pumped into the warehouse vats for issue. The factory, in addition to distilling liquor obtains rectified spirit from the factory at Kamareddy, dilutes it and bottles it. The washing and the cleaning of bottles is done by hand without any mechanical aid.

24. The Kamareddy Distilleries are comparatively old but the process of distillation is similar to that at Narayanguda. The capacity of the Government Distilleries at Narayanguda is 3,50,000 gallons per annum, whereas that of the one at Kamareddy is 2,50,000 gallons per annum. The wages are paid as per the recommendations of the Pay & Service Commission and modified according to the recommendations of the

Rege Committee. The unskilled worker is in the grade of I.G. Rs. 18-26, but started at IG. Rs. 22-4-6. The rate of dearness allowance and house rent allowance paid to the workers in the Government Distilleries Narayanguda is similar to that of the Electricity Department. In the Government Alcohol Factory, Kamareddy, though the same rate of dearness allowance is paid to the workers, no house rent allowance is paid to them since the Kamareddy township has a population of less than 25,000.

25. *General Engineering & Metal Works.*—There are four major engineering concerns in the residuary State of Hyderabad, namely, (1) the Road Transport Department Workshop, (2) the Public Works Department Workshop, (3) the Allwyn Metal Works and (4) the Praga Tools Corporation. The first two are owned and managed by Government.

26. The Public Works Department Workshop situated in the Mint Compound is mainly intended for maintenance and repair works for the Public Works Department. However, they undertake manufacture of smaller types of machinery, furniture, etc, for supplying to other Government Departments. Repairs done by the workshop include those to motor cars, bull-dozers, trucks, etc. Office furniture is manufactured by the workshop for supplying to Government offices in the whole State. In some departments of the Workshop even precision work is being undertaken. The Workshop employs 351 workers including 2 women. It consists of the following six departments : (1) Machine shop, (2) Fitting shop, (3) Blacksmithy shop, (4) Carpentry shop, (5) Foundry shop and (6) Motor Garage. The least skilled worker is paid IG Rs. 22-4-6 as per the recommendations of the Rege Committee. The dearness allowance and house rent allowance is paid to the workers as per the recommendations of the Pay & Service Commission and is similar to that of the Electricity Department.

27. The Road Transport Department Workshop situated in the Azamabad Industrial Area is a repair workshop for the vehicles of the Road Transport Department. Prior to Police Action the Road Transport Department Workshop was under the control of the Nizam's State Railway. After the integration of Hyderabad with the Indian Union the Department was separated from the Railways, but was being managed by the Ministry of Railways, Government of India. However, after the introduction of the Zonal system of the Railways the Department was completely separated and handed over to

the former Hyderabad Government. At present it is like any other Department of the Government of Andhra Pradesh. The Road Transport Department Workshop employs a total of 769 workers. The wage scales are fixed by the Industrial Tribunal and are similar to the Central Pay Scales of the Railways. The least skilled worker of the Road Transport Department Workshop is in the grade of IG Rs. 30- $\frac{1}{2}$ -35. The present rate of dearness allowance was sanctioned on 1-11-1951 when the Road Transport Department was separated from the Railways and is as follows :

Pay Range	Rate of dearness allowance per month
Up to IG Rs. 50	IG Rs. 40
From IG Rs. 51 to 100	IG Rs. 50.
From IG Rs. 101 to 150	IG Rs. 55.
From IG Rs. 151 to 200	IG Rs. 60.
From IG Rs. 201 to 300	IG Rs. 65.
From IG Rs. 301 to 500	IG Rs. 70.

28. The Praga Tools Corporation is situated in Kavadi-guda, Hyderabad City. The factory was established in the year 1945 and is controlled by the Industrial Trust Fund. It manufactures different types of machines and tools including precision tools. It also undertakes orders from the railways for the manufacture of railway couplings. Most of the machinery is modern and the technical direction in the factory is of a high order and so is the skill and attentiveness of the workers. The demand for the manufactured goods of Praga Tools is mostly local, though occasionally goods are sent out to countries like Ceylone, Malaya, and Burma. The factory has on the rolls a total of 1,183 workers consisting of 1,169 men and 14 women. The workers are paid on a daily rate basis. The least skilled worker is in the grade of IG Rs. 1-2-0-0-2-0-1-12-0. Dearness allowance to the workers is given at a flat rate of IG Rs. 18 per month after completion of three months' service. The rate is according to a negotiated settlement between the management and the labour union. There is a labour colony for the Praga Tools Corporation workers consisting of 24 blocks and allotted to workers and staff at a monthly rent of OS Rs. 6 and OS Rs. 6-8-0 per month.

29. The Allwyn Metal Works is situated in the industrial area at Sanatnagar. The factory was started in 1942. Messrs. Bir-la Brothers (Private) Ltd., are the present constituted attorneys for the Managing Agents. The factory is engaged in the manufacture of steel furniture like almirahs, sofas, tables, locks, etc. When the Committee visited the factory it was engaged in the manufacture of ballot boxes for the elections. The factory also does the work of body building of buses and it was noticed that large orders were placed by B.E.S.T. Bombay and the Delhi Road Transport Company with the Allwyn Metal Works for building bodies for the buses. The factory employs a total of 961 workers. The least skilled worker is in the grade of IG Rs. 1-4-0 to IG Rs 2-1-6 per day with an annual increment of Re. 0-1-6 per day. The above rates have been fixed according to a negotiated settlement between the management and the Union. The wage rates were formerly in O.S. currency but on the basis of an agreement with the Union they were converted into equal I.G. currency, thus giving a rise of  $16\frac{2}{3}\%$  in the wages of the workers. The dearness allowance is paid to the workers as follows :

Pay range	Rate of dearness allowance
Basic wage of IG Rs. 4 per day and less.	IG Rs. 1-0-8 per day
do above IG Rs. 4	IG Rs. 1-5-0 per day.

30. In addition to the above four bigger engineering concerns there are about 52 smaller engineering concerns except 2 or 3 medium sized units like The Indian Iron and Steel Corporation, the Hyderabad Iron & Steel Works and the Hyderabad Iron Foundry, all the others are small mechanical workshops, mostly doing the repairing and overhauling of small machines and automobiles. A list of small engineering workshops along with the number of workers employed in them and the wages paid to the least skilled workers is given in Appendix VII. In non of these concerns have occupations been standardised and wages differ widely from concern to concern. But on the whole, except in the case of the Hyderabad Iron and Steel Works who pay to their lowest category of workers a total wage of IG Rs. 47-12-3 per month all the other concerns pay a total monthly wage of anywhere between Rs. 25 and Rs. 45. Regarding dearness allowance except in the Hyderabad Iron & Steel Works and the Periera & Sons where IG Rs 17-2-3 and IG Rs 22-8-0 are paid as dearness allowance respectively, in all other smaller engineering concerns no separate dearness allowance is paid.



31. *Printing Presses.*—The printing presses can be broadly divided under 3 heads, namely, Government or semi-Government presses, (2) Newspaper presses and (3) Job presses.

32. *Government and Semi-Government Presses.*—The biggest unit in this category is the Government Central Press, Andhra Pradesh and the second one is the University Press. The High Court Press has been merged with the Government Central Press. The District Police Press and the Inspector-General of Police Press are a part of the Government Central Press. The Government Central Press, Hyderabad is situated in Chanchalguda and employs about 884 workers. The press has the following sections :—

1. Auto-composing section.
2. Hand-composing section.
3. Reading section.
4. Machine section.
5. Rotary section.
6. Binding section.
7. Process and chromium section.
8. Off-set section.
9. Power House and Workshop section.
10. Engraving section.
11. Office establishment and stores section.
12. Indenting, estimating and computing section.
13. Despatch section.
14. Attendance, gate and miscellaneous section.

Since the press is situated in a part of the jail building, the lay out of the various departments is not very satisfactory. However, by far and large the machinery is modern and kept in good condition. The lowest category of worker though placed in the grade of I.G Rs. 18- $\frac{1}{2}$ -26, is started at I.G Rs.22-4-6 according to the recommendations of the Rege Committee. The dearness allowance and house rent allowance paid to the workers are similar to those of the Electricity Department.

33. The Osmania University Press is controlled by the Osmania University and is under the supervision of the Registrar of the University.—The press employs 67 men and 2 women

workers. The wages of the workers are based on the recommendations of the Technical Employees' Wages Committee as well as the Pay & Service Commission, which were further revised recently by converting the O.S. grades into I.G. The least skilled worker in Osmania University Press is in the grade of I.G. Rs. 21-1-26. The rates of dearness allowance and house rent allowance are similar to those of the Electricity Department.

34. *Newspaper presses.*—According to the information available, there are 4 daily newspaper presses, namely, (1) the Deccan Chronicle Press, (2) the Vir Milap Press, (3) the Daily News Paper and (4) the Golconda Patrika Press. All of them are proprietary concerns. The number of workers employed in each is as follows :—

The Deccan Chronicle Press	.. 87 workers.
The Vir Milap Press	.. 29 workers.
The Daily News Press	.. 30 workers.
The Golconda Patrika Press	.. 43 workers.

Among these four, the Deccan Chronicle Press is the largest. The wages in the above four presses have been based on the Industrial Tribunal (Hyderabad) Award, dated 30th April 1952. The lowest skilled worker in the above presses is in the grade of O.S. Rs. 17½-2½/2-30. As regards dearness allowance the Tribunal has fixed a flat rate of O.S. Rs. 20 for wages up to Rs. 100 and O.S. Rs. 25 for wages above Rs. 100 per month for all men, women and children. However, the present wages are paid in equivalent I.G. currency.

35. *Job presses.*—According to the list available to the Committee there are 83 job presses in Hyderabad. Most of them are very small units and employ workers numbering between 2 and 38. In many of the presses the proprietor himself works as one of the workers. The wage rates in most of the job presses are exceedingly low and they range from a total wage of I.G. Rs. 12 to I.G. Rs. 38 p.m. Except in the Jai Hind Printing Press and the Osmania Printing Press where a dearness allowance of I.G. Rs. 17-2-3 and I.G. Rs. 12-13-9 are paid to their workers, in all the other job presses, no dearness allowance is paid. A statement showing the names of all the job presses along with the number of workers and wage rates is given in Appendix VIII.

36. *Sugar*.—The Nizam Sugar Factory in Bodhan, Nizamabad district is the only sugar factory in the residuary State of Hyderabad. The factory started production from December 1938. It has an average cane crushing capacity of 3,200 tons per day. At present there are two plants in the factory the second one having been installed in 1951. The Managing Agency is in the hands of the Hyderabad Construction Company. The factory is engaged in the crushing of sugarcane and manufacture of sugar out of sugarcane juice. There is a farm of about 14,000 acres owned by the factory where the plantation of sugarcane is done on rotation basis. The farm owned by the factory supplies about 1/3rd of the requirements of the factory and the rest is purchased from the ryots in the neighbourhood. The factory is seasonal in character and works generally from the middle of October to the middle of April. In the factory there are 2,427 seasonal workers and 1,816 permanent workers of whom 1,736 are men and 80 women. In the plantation a permanent staff of 1,479 workers is employed of whom 1,428 are men and 69 women. During our enquiry the plantation had a seasonal staff of 48 workers consisting of 46 men and 2 women. During the off season the permanent staff is engaged in the work of repairs and overhauling of the plant and machinery. The least skilled worker is in the grade of O.S. Rs. 26-1-35. Dearness allowance is paid to the workers at the following rates :—

<i>Basic wage</i> (1)	<i>percentage</i> (2)	<i>Minimum</i> (3)
Up to O.S. Rs. 30	.. 66 $\frac{2}{3}$ % of basic wage with a minimum of	O.S. Rs. 28 0 0
O.S. Rs. 31 to O.S. Rs. 65	.. 60% do	28 0 0
O.S. Rs. 66 to O.S. Rs. 100	.. 50% do	40 0 0
O.S. Rs. 101 to O.S. Rs. 160	.. 40% do	52 0 0
O.S. Rs. 161 to O.S. Rs. 350	.. 24% do	65 0 0
O.S. Rs. 351 to O.S. Rs. 1,000	.. 10% do	84 0 0
O.S. Rs. 1,001 and above	.. No dearness allowance.	

The present emoluments were enhanced by 16 $\frac{2}{3}$ % by the Hon'ble Labour Appellate Tribunal of India at Bombay through their decision, dated 9th August 1956 by converting the O.S.

rates into I.G. rates. However, the management have gone in appeal to the Supreme Court against the above Award. The Management have provided rent-free quarters for 1,466 factory workers ; the remaining workers are provided with hutting accommodation. The tenements provided consist of one-room, two-room and three-room quarters, with separate kitchens. The factory has further provided rent-free quarters to 437 workers on the farm. The seasonal workers are provided with hutting material.

37. *Government Power Alcohol Factory, Shakarnagar.*—Attached to the Nizam Sugar Factory there is a Government Power Alcohol Factory under the same management. The Government Power Alcohol factory gets its raw material, namely, molasses from the Nizam Sugar factory which is obtained as a by-product of sugar. The molasses are utilised for the production of alcohol. The factory employs 79 workers. The categories and the grades as well as the dearness allowance are similar to those of the Nizam Sugar Factory. Since the present emoluments of the Government Power Alcohol Factory are based on the scales of wages and dearness allowance obtaining in the Nizam Sugar Factory the Award of the Labour Appellate Tribunal enhancing the emoluments by 16½% is applicable to these workers as well. However, as already stated an appeal is pending with the Supreme Court in this regard.

38. *Paper.*—The Sirpur Paper Mills at Sirpur-Kagaznagar in Adilabad district is the only paper mill in the residuary State of Hyderabad. It was established in 1939, but production actually started in March 1942. Originally the Company was managed by the Hyderabad Construction Company but in 1949 it was handed over to the Industrial Trust Fund. In 1952 the Managing Agency was transferred to Messrs. Birla Bros. (Private) Ltd. The paper in this factory is manufactured from bamboo. At the bamboo preparation department, bamboo is fed into chippers and cut into pieces. They are then elevated and blown through forced feed airlines into the digestors. The digestors are filled with steam and liquor and the bamboo is circulated in the digestors for about 8 to 14 hours. Then steam is blown out and the black liquor is drained. The chips are converted into pulp which is taken for washing and bleaching. The pulp is next passed on to the beaters and cut into uniform sizes. Here sizing materials are added to it. The above pulp is then passed on to the paper machine where it is spread uniformly on a wire cloth and the thin filament of pulp is then passed through presses for de-watering and subsequently

passed through the drying cylinders and calenders. At the end of the paper machine, the paper is collected and rolled on a steel shell. The paper is then taken to cutters where it is cut into sheets as per requirements. Apart from the above departments the factory has a boiler section, power house, workshop and foundry for maintenance. The factory employs about 1,869 men and 114 women. The wages have been fixed in this factory by a negotiated agreement, dated 14th September 1955 between the workers and the management. The least skilled worker is paid for I.G. Rs. 30 as basic wage. The rate of dearness allowance for different categories of workers in the direct employment of the factory is as following :—

Unskilled & Semiskilled:	I.G Rs. 22- 4-0 per month
Skilled:	I.G Rs. 24-12-0 per month
Highly skilled B:	I.G Rs. 34- 4-7 per month
Highly skilled A:	I.G Rs. 42-12-9 per month

Some of the workers are provided with rent-free quarters but the majority of them stay in self-improvised huts. Those workers who are not provided with quarters are paid a house rent allowance of IG Rs. 2-9-0 per month by the management.

39. *Rayon Silk*.—In the residuary State of Hyderabad there is only one rayon silk factory at Sirpur-Kagaznagar in Adilabad district, namely, the Sirsilk Ltd. It was established in 1946, but regular manufacture started only from 1953. The factory employs 2,335 men and 23 women workers. The factory was originally managed by the Hyderabad Construction Company but in 1949 was handed over to the Industrial Trust Fund. Subsequently in 1952 the management of the company was passed into the hands of Messrs. Birla Bros (Private) Ltd. The manufacture of rayon yarn in this factory is based on the cellulose acetate process found in the other two rayon factories in India, namely, the Travancore Rayons, Paravambore and the National Rayon Corporation, Kalyan, Bombay. At Sirsilk factory the principal raw materials used for the cellulose acetate plant is cotton linters and alcohol. Nearly 40% of the cotton linters required for the factory are obtained from the Indian market and the rest imported from Pakistan or America. These linters are pressed and reduced to pulp which is then used for spinning the fibre. Most of the alcohol required for the manufacture of acetic acid, acetic anhydride and acetone is obtained from the Government Power Alcohol Factory, Shakarnagar. The factory sells both yarn and

cloth. The Spinning and Weaving departments are air-conditioned for maintaining the quality of the finished products. The factory manufactures many varieties of rayon silk cloth, such as shark-skin, voils, satins, etc. The markets served by the company are mostly the Indian cities such as Bombay, Madras and Calcutta. The workers are paid consolidated wages including dearness allowance. The lowest paid worker gets a total wage of IG Rs. 52-4-0 and women workers IG Rs. 39-6-3. The management have provided rent-free quarters to some of the workers but the majority of the workers are staying in huts. For such of the employees of the factory as are not provided with quarters, a house rent allowance of IG Rs. 2-9-0 per month is paid by the management.

40. *Textiles and textile products.*—There are two big units of the cotton textile industry in the residuary State of Hyderabad, one in Hyderabad City and the other at Warangal namely, Dewan Bahadur Ramgopal Mills, Hyderabad and the Azam Jahi Mills, Warangal. The Dewan Bahadur Ramgopal Mills was established in the year 1923 and the Azam Jahi Mills in the year 1934. The D.B.R. Mills is a composite economic unit having 24,416 ring spindles, 148 doubling spindles and 503 looms. It works three shifts per day. The Mill has also a dyeing, bleaching and printing department. 75% of its products are sold in the foreign market, and the rest in the local markets viz, Rajasthan and Bombay. The Mill possesses mostly English machinery except that the printing machine is of Japanese make. In the spinning section they have a high-draft system and in the blow room they have the single process. In carding the Mill has 12 instead of 9 inch cans and in spinning the lift is of 6 inches rather than 5 inches. They have high-speed warping as also high-speed winding. In the weaving shed there are two loom-weavers as also four loom weavers. The four-loom weavers manage two looms of 32 inches each and two looms of 58" each. The Mill manufactures dhoties, drills, poplins, sarees, grey cloth, chits, etc. All the departments are spacious, well laid out, well spaced, well lighted and well ventilated. The number of persons per 1,000 spindles is about 12 in the Dewan Bahadur Ramgopal Mills while the percentage of damaged cloth does not exceed 5 to 7. The Mill employs 2,206 male workers and 151 women workers. The minimum basic wage paid is OS Rs. 26 or IG Rs. 22-5-0 as per the recommendation of the Rege Committee since April 1949. Due to the order of the Labour Appellate Tribunal, the minimum dearness allowance paid to the workers is OS Rs. 36 or IG Rs. 30-13-9 per month and

those getting more than O.S. Rs. 36 at the time of the order were allowed to retain it. A statement showing the wages paid to the time and piece rated workers for different occupations is given in Appendix IX.

41. The Azam Jahi Mills, Warangal, is a very large unit engaged in the manufacture of coarse and medium count yarn and cloth. The average count is 17.5 while the individual count varies from 10 onwards. 25 per cent of its products are intended for the foreign market, while the rest are sold in Ahmedabad, Baroda, Saurashtra, etc. The Mill manufactures dhoties, sarees, grey cloth, etc. The machinery is modern and up-to-date and the Mill has introduced many labour-saving devices. The Mill is very well laid out with good lighting and ventilation. Most of the machines are of English make. The Mill has 36,136 ring spindles, 588 doubling spindles and 728 looms. In the weaving shed, looms are of different dimensions going up to 100 inches. The widest looms are manned by one man each while looms of smaller widths are managed by one man to two looms or one man to 4 looms. In the spinning department one man looks after two sides of the frame. They have cans of 11 inches and lift of 6 inches to 7 inches. One man manages 11 cards. The percentage of efficiency in the spinning department is 88 to 89 while in the weaving department about 85%. In the spinning department there are very few breakages being about three to four per hour. In the weaving shed too, damaged cloth comes to 2 to 3 per cent. नयन

42. The Azam Jahi Mills has constructed a working class colony of nearly 650 houses. They are grouped under A to D class quarters according to income groups. This is a very prosperous concern making excellent profits. In the Azam Jahi Mills the minimum basic wage is O.S. Rs. 30 per month or I.G. Rs. 25-12-0 per month. The wages for different occupations (time and piece rated) in this Mill are shown in Appendix IX. Regarding dearness allowance, the Hyderabad Industrial Tribunal fixed the rate of dearness allowance payable to workers at O.S. Rs. 36 per month. From October 1953 to July 1955 the dearness allowance was paid at I.G. Rs. 32-14-0. Subsequently in July 1956 the mode of calculation of dearness allowance has been modified to the advantage of the workers under a signed agreement, dated 20-7-1956 with the Workers' Union, whereby the dearness allowance payable is adjusted to the cost of living index month by month and any rise over the cost of living index figures of 164 is compensated at O.S. Annas two per point per month. Consequently the dearness allowance

has increased from month to month and the amount of dearness allowance paid for December 1956 was I.G. Rs. 35-4-0 as against I.G. Rs. 30-14-0 paid in June 1956. The index figures for calculation are taken two months for which dearness allowance is payable ; for example, for calculating dearness allowance for the month of December, the index figure for October is taken for calculation.

43. *Smaller Textile Units.*—Apart from the above two textile units there are seven small-sized textile mills in the residuary State of Hyderabad. They are : (1) the Jeevan Textile Mills, (2) the Hyderabad Hosieries, (3) the Fine Hosieries, (4) the Pearl Surgical and Dressing Works, (5) the Mahavir Silk Mills, (6) the Mahavir Cotton Mills and (7) the Hyderabad Silk Mills. The Jeevan Textile Mills is situated in Mir-Alam about 10 miles from Hyderabad City and the factory manufacture course cloth from the yarn purchased in the open market. The factory has a total of 56 looms. The Mill was started in 1937 and is a proprietary concern. The factory employs about 200 workers of whom 164 are men and 36 women. The lowest paid male mazdoor gets I.G. Rs. 22-4-6 as basic wage and I.G. Rs. 18 dearness allowance and the woman mazdoor gets I.G. Rs. 16-11-5 basic wage and I.G. Rs. 18 dearness allowance. However, there are about 15 to 20 per cent of the workers who are not paid any dearness allowance. The remaining textile units employ very few workers. For example, the Hyderabad Hosieriey and the Fine Hosieries employ 29 and 36 workers respectively. The Pearl Surgical and Dressing Works and Mahavir Silk Mills employ 47 and 43 workers respectively and the Mahavir Cotton Mills and Hyderabad Silk Mills employ 29 and 31 workers respectively. The wages paid to the workers in these units are very low and except in the Pearl Surgical and Dressing Works where a dearness allowance of Rs. 12-13-9 is paid, all the other small textile units do not pay any dearness allowance at all. The following statement shows the total emoluments of the least skilled worker in the above concerns :—

<i>Name of the Unit.</i>	<i>Total emoluments.</i>
1. Hyderabad Hosieries	I.G. Rs. 18/ per month
2. Fine Hosieries	I.G. Rs. 24 per month.
3. Pearl Surgical & Dressing Works:	Male : I.G. Rs. 35-2-3 per month. Female : I.G. Rs. 30-0-0 per month.
4. Mahavir Silk Mills	I.G. Rs. 15-6-11 per month
5. Mahavir Cotton Mills	I.G. Rs. 15-6-11 per month.
6. Hyderabad Silk Mills	I.G. Rs. 15-6-11 per month.



44. *Cigarette*.—There are three cigarette manufacturing factories in the residuary State of Hyderabad, namely, (1) the Vazir Sultan Tobacco Company, Azamabad, (2) the Deccan Cigarette Factory, Mushirabad, and (3) the Hind Tobacco Company, Sanatnagaar. Compared to the other two factories, the Vazir Sultan Tobacco Company is by far the biggest cigarette factory in the State. It started manufacturing in November 1930 and they have a very well laid out, well ventilated and lighted working place. The physical labour of the workers of this factory is reduced to a minimum by addition of many labour saving devices. The machinery installed is fairly up-to-date and most of the jobs are done more by the machine than by men. The factory employs a total of 1,179 male workers and 878 women workers. The wages paid in this factory can be said to be the highest compared to any other industrial unit in the State and the minimum emoluments were I.G. Rs. 89-14-0 per month for male workers and I.G. Rs. 87 per month for female workers in the month of March 1957. The wage scales are evolved by a mutual agreement signed on 6th January 1953 between the management and the Vazir Sultan Tobacco Company Workers' Union (See Appendix X). The relationship between the management and the Workers' Union is most cordial and disputes, if any, are settled mutually without approaching the Industrial Tribunal. Another progressive feature in this factory is, that dearness allowance is linked to the cost of living indices as shown in Appendix XI. Both men and women workers are supplied with two sets of uniforms each, every year, a khaki shirt and trousers for the men and a orange or green saree for women. This factory manufactures cigarettes under the trade mark of 'Charminar', and a packet of ten cigarettes cost about 7 pice.

45. The other two factories, namely, the Deccan Cigarette factory and the Hind Tobacco Company bear no comparison to the Vazir Sultan Tobacco Company either in size or in the wages they pay to their workers. The Deccan Cigarette factory employs about 146 workers of whom 79 are women. The factory started manufacture on 1st May 1930. It is a proprietary concern and is equipped with fairly modern machinery. However, in the packing department work is done by women workers mostly by hand. Some of the process are carried out by crude methods such as roasting of tobacco and cooling it thereafter. The factory has its own printing press for the printing of the labels and boxes. They manufacture cigarettes under the trade name of 'Golconda'. The wages in this factory are regulated as per the recommendations of the Rege

Committee and the grades of the lowest paid male and female workers are O.S. Rs. 26-1-30 and O.S. Rs. 21-1-25, respectively. Dearness allowance is paid at a flat rate of O.S. Rs. 26 to all the workers.

46. The Hind Tobacco Company at Sanatnagar is a recent venture and started manufacture in May 1953. The factory has a total strength of 99 workers of whom 83 are men and 16 women. They manufacture cigarettes under the trade name of 'Ellora'. The factory has the latest type of English machinery and most of the processes are mechanised. Due to the high state of mechnisation the human factor plays a very small part. Comparatively the remuneration of the workers in this factory is very low, the basic wage for both male and female worker is I.G. Rs. 32. A nominal dearness allowance of I.G. Rs. 3 per month is paid to all the workers.

47. *Chemicals and Chemical Products.*—In the residuary State of Hyderabad there is only one heavy chemical factory at Bellampalli, Adilabad District, namely, the Hyderabad Chemicals & Fertilizers Ltd. There are five other smaller chemical factories situated in the city of Hyderabad. They are (1) the Hyderabad Chemical and Pharmaceutical Works, (2) Deccan Ayurvedashram, (3) J & J De Chane, (4) Nath Laboratories and (5) Bio-Chemical and Synthetic Products. In addition, there are two very small chemical works, namely, the Deccan Chemical Works and the Indian Chemical & Synthetic Products, which employ not more than a couple of workers each and they are, therefore, omitted from this review.

48. The Hyderabad Chemicals and Fertilizers, Bellampalli manufactures acid, nitric acid, hydrochloric acid, sodium sulphate and bone and mineral phosphate. The sulphuric acid plant in this factory is capable of producing 10 to 11 tons of chamber acid per day, i.e., about 7 tons of 100% sulphuric acid. The chemical section of the factory has the following plants: (1) sulphuric acid plant, (2) hydrochloric acid plant, (3) nitric acid plant, (4) alum plant, (5) epsom salt plant. The factory also produces fertilizers. It employs 319 workers of whom 275 are men, 38 women and 6 children. The lowest paid operative (male) gets I.G. Rs. 0-15-6 with a 10% yearly increment up to I.G. Rs. 38-9-2. The female workers are paid Re. 0-8-7 per day with 10% yearly increment up to I.G. Rs. 30 per month. Dearness allowance is paid at the rate of I.G. Rs. 18 per month for those drawing up to O.S. Rs. 100

per month and those drawing between OS Rs. 100 and OS Rs. 300 per month get  $17\frac{1}{2}\%$  dearness allowance. Over and above the payment of basic wage and dearness allowance the factory grants the following concessions, namely, cheap grain concession, free medical aid, free education to employees' children, supply of free tea to night shift workers and free quarters with free kerosene oil. A welfare centre has also been provided for the benefit of the workers.

49. The Hyderabad Chemicals and Pharmaceutical Works is situated in the industrial area (Azamabad) and was started in the year 1941. It employs a total of 112 workers (93 men and 19 women). The factory manufactures Infantone which is a tonic for children and aethel which is used for industrial purposes. The processes in the factory are simple and mostly unskilled labour, both men and women is employed. On many of these jobs the work between men and women, for example, in packing, wrapping, labelling, bottle washing, etc., is interchangeable. The company employs 5 chemists with a Chief Chemist as their supervisor. The factory has a small press with one compositor and one machineman but most of its printing work is carried out in the presses at Bombay. The factory is very well laid out, lighted and ventilated and has several labour saving devices. In none of the branches of the concern could the work be regarded as being heavy although it has to be done with a great deal of care and attention. The wages in the factory are fixed as per the recommendations of the Rege Committee. The following rates of wages for the least skilled worker have been in force since the past seven years :—

Unskilled female worker: I.G. Rs. 17-8-0 basic wage

Unskilled male worker: I.G. Rs. 22-8-0 basic wage.

Dearness allowance is paid at a flat rate of I.G. Rs. 22-8-0 to the workers, both men and women.

50. The Deccan Ayurvedashram is a small proprietary concern manufacturing Ayurvedic medicines consisting of various types of pills, tablets, decoctions, etc. It employs about 14 workers of whom 10 are women. Wherever possible the management has installed machinery for getting heavy work done, such as pounding, bottle washing, etc. The wage rates in this concern are as per the award of the Industrial Tribunal, dated 24-12-1953 according to which women workers

get I.G. Rs. 34-4-6 per month and some men workers I.G. Rs. 39-7-0 and others I.G. Rs. 44-9-3 per month as consolidated wage.

51. The J & J De Chane is a proprietary concern established in 1919 and has local and foreign markets for its products. The factory employs a total of 46 workers of whom 37 are men and 9 women. It obtains the raw material from neighbouring States like Bombay, Madras, etc. The raw material is ground in a disintegration machine and after mixing with certain compounds sent to a pulverising machine. There are two machines of 3,000 volts and there is a gas plant where the gas is prepared by petrol to seal the ampules which are manufactured at the rate of 1,000 per day. There is one power machine where tablets and injectibles are prepared. The wage rates in this concern are regulated as per the recommendations of the Rege Committee. The basic pay for all the workers is I.G. Rs. 22-4-6 (O.S. Rs. 26) with an equal amount of dearness allowance. There are no graded scales of pay.

52. The Bio-Chemicals and Synthetic Products Ltd. is situated in the industrial area at Sanatnagar. The factory was not working for the past couple of years but has recently re-started production. They are producing P.A.S. (Para Amino Salysilic Acid) and have plans for producing sulphadiazine drugs. There are about 28 workers of whom 9 are semiskilled operators, 2 semiskilled technicians and 17 unskilled workers. The unskilled workers are paid consolidated wages ranging between I.G. Rs. 40 and I.G. Rs. 50 per month.

53. The Nath Laboratories situated at Yousuf Guda in the city has been working for the last seven years. There is one distilling plant and an ampule department where the filling is done. The production is on a small scale. The factory manufactures tinctures and ampules and liver extract. It employs 17 workers of whom 4 are women. The least skilled worker is in the grade of I.G. Rs. 25-2-60. No dearness allowance is paid to the workers. The women workers are in the grade of I.G. Rs. 35-3-85 and all of them are Matriculates.

54. *Glass and Clay Works.*—In the residuary State of Hyderabad there are two glass factories, namely the Kohinoor Glass Works and the Taj Glass Factory situated in Sanatnagar. At the time of our enquiry the Taj Glass Works was closed and hence is not being dealt with here. The Kohinoor Glass Works is a proprietary concern and is started production in 1939.

It employs 400 men and 180 women. The factory has one furnace with 4 automatic machines. The maximum capacity of the furnace is 10 tons per day. Following, in brief, are the different processes in the manufacture of glass articles as found in the Kohinoor Glass Works. Quartz is heated in a kiln and then ground either by a machine or by hand. It is then seived and mixed with components such as lime, soda ash, etc. The mixture is melted in a high power furnace. The liquid glass is then blown by skilled workers through long hollow metal pipes and then placed in moulds to give various shapes as per requirements. They are then placed in a heated chamber and the temperature is allowed to come down gradually. After cooling they are taken to the finishing department where the joined pieces are separated with the aid of electric wires. The surfaces of the articles are then polished on rotating cylinders and the edges are smoothened. Thereafter the articles are packed in straw for despatch. This factory manufactures articles such as hollow glass, tumblers, water jugs, flower vases, etc. Etching on the finished products is done by highly skilled operatives. The unskilled worker is in the grade of I.G. Rs. 24-6-0—0-6-0—28-0-0. The dearness allowance paid in the factory is as follows :

Unskilled (Men)	.. I.G. Rs. 14 8 0
Unskilled (Women)	.. I.G. Rs. 11 0 0
Semiskilled Grade I	.. I.G. Rs. 14 8 0
Semiskilled Grade II	.. I.G. Rs. 17 0 0
Skilled Grade I	.. I.G. Rs. 22 0 0
Skilled Grade II	.. I.G. Rs. 25 0 0
Foremen	.. I.G. Rs. 25 0 0

The management of the factory has provided rent-free quarters to some of the workers and a small infant school is run for the children of the workers.

55. *Clay Works.*—There are three factories coming under the category of clay works, namely, (1) The Deccan Porcelain and Enamel Works, (2) The Charminar Potteries and (3) The Hyderabad Potteries. The Deccan Porcelain and Enamel Works is a public limited concern and is situated in Bakaram, Hyderabad city. It started manufacture in 1945. Enamel goods such as plates, jugs, spoons, etc., are manufactured in this factory. The Porcelain Department has been closed. The

factory has the following types of machinery : the press-machine, the hand machine, circle cutting machine, power driven cutting machine, power driven lathe machine, electric spot welding machine and power driven edge runners. Besides the machine department, there is an enamel department where ground coating is done by female workers. The colours are prepared by technical experts and dipping is done by women. Further, there is a pickling department and a furnace and packing department. The factory employs 62 workers, consisting of 39 men and 23 women. Workers are paid on daily rate basis and the wages of male workers range from I.G. Annas 0-15-3 to I.G. Rs. 5-7-0 per day. The wages of women workers range from I.G. Annas 0-15-3 to I.G. Rs. 1-5-3 per day. The above rates are inclusive of all allowances. Most of the occupations are interchangeable.

56. The Charminar Potteries situated in Mettuguda is a small proprietary concern employing about 24 workers of whom 14 are men and 10 women. The factory has 2 kilns, one for pottery and another for tiles. The wages of the workers are on daily rate basis and range from I.G. Rs. 1-4-0 to I.G. Rs. 1-12-0 per day for male workers and I.G. Annas 12 per day for women workers. The potters are paid wages ranging between I.G. Rs. 1-14-0 and I.G. Rs. 2-11-0 per day. No separate dearness allowance is paid to the workers.

57. Hyderabad Potteries situated in Azamabad employs about 57 workers of whom 40 are men and 17 women. The factory has three departments, the Stone-ware Pipe, Roofing tiles and Potteries. The factory manufactures fire bricks, tiles and pipes. The raw material used is white clay. The factory has its own quarries. Manufacturing is done by grinding the clay in the machine and then mixing with water. It is then subjected to a pugging process where it is fully mixed to be capable of being manufactured into various articles. The articles made are pressed in the pipe press and then finished. The wage rates of skilled workers range from I.G. Rs. 41 to I.G. Rs. 77 per month and those of unskilled workers from I.G. Rs. 29 to I.G. Rs. 47 per month. The wages of women workers range from I.G. Rs. 22 to I.G. Rs. 26 per month. A fixed dearness allowance of I.G. Rs. 12-13-9 per month is paid to all categories of workers.

## CHAPTER IV

## DEMONETISATION

58. With a view to having a uniform currency for the whole country, the Government of India decided to 'demonetise' the Osmania Sicca currency with effect from 1st April 1953. The equivalents of the Osmania Sicca currency in terms of the Indian Currency were I.G. Rs. 100=O.S. Rs. 116-10-8 or I.G. Rs. 6=O.S. Rs. 7. In this chapter the Osmania Sicca Currency will be referred to hereafter as O.S. Rupee and the Indian Currency as I.G. Rupee. As it was apprehended that the process of demonetisation might result in hardship to certain sections of the community, it is reported that Government adopted the following safeguards at the time of demonetisation :—

1. It was declared that O.S. currency would be legal tender for a further period of two years during which it would be withdrawn gradually so as to affect the least possible dislocation in the economy of the State and make the changeover smooth.

2. Parliament passed a Bill according to which O.S. One-Rupee notes and smaller coins were allowed to be freely supplied to the public for petty purchases. (However, it is understood that in spite of the above precaution there was severe dearth of small coins).

3. Instructions were issued by the Government of Hyderabad to the State Bank of Hyderabad, District Treasuries and sub-treasuries to provide to the public facilities of conversion.

4. A Committee called the 'Demonetisation Committee' consisting of various interests was constituted to advise the Hyderabad Government on the steps to be taken from time to time for making the changeover of currency as smooth as possible.

59. Immediately after demonetisation there was considerable agitation among the working classes in Hyderabad State complaining of its adverse effects on the workers' family budget. The Government of Hyderabad therefore, appointed Wage Boards for thirteen industries at the end of the year 1953 and one of the terms of reference of these Wage Boards

was to take into consideration the effects of demonetisation on the workers' budget at the time of recommending suitable wages and allowances for workers in these 13 industries.

60. The following paragraphs contain a brief summary of the findings of the Wage Boards as also of the views expressed by the employers' and employees' representatives on the subject.

61. *Wage Boards on Printing presses, Drainage and Water Works, General Engineering concerns and Electricity.*—The employers' organisations expressed the opinion that since both the currencies were in circulation there would be no marked effect of demonetisation on the workers' expenditure. They, however, stated that whatever hardship may be caused to the workers would be due only to blackmarketing. However, they felt that there might be some increase in the cost of petty stores, but this was sure to get stabilised in course of time.

62. On the other hand, the view of the employees' organisations was that the direct effect of demonetisation would be a substantial reduction in the wages of the industrial workers. This reduction was to the full extent of  $16\frac{2}{3}$  of the exchange ratio between the I.G. and O.S. currency.

63. The Wage Boards for these industries felt that from the evidence given by the workers it was clear that, there had been an increase in the expenditure of workers on bus fares educational fees and medical fees as also on conveyance rates of tongas and rickshaws due to the change in the currency. According to them the main effect of demonetisation was the non-availability of a sufficient number of smaller coins, the result being that the workers could not get back in exchange the exact number of pies they were entitled to and this affected them in thier miscellaneous expenses to the tune of 3% of their income. However, they felt that the effect of demonetisation should be judged by what would happen in 1955 when the demonetisation would be complete. The final conclusion they came to was that, demonetisation had adversely affected the workers due to the non-availability of smaller coins to the extent of 3% of their wages. They also felt that in view of the fact that workers had to pay school fees, medical fees, etc, in I.G. currency, loss to the workers on account of these items would be 4% of their income. Thus, according to them the total loss to the workers due to demonetisation was of the order of 7% of the workers' monthly income.



64. *Wage Boards on Cement, Chemicals and Chemical Products, Glass and Clay Works.*—The Wage Boards for these industries have agreed with the Director, Bureau of Economics and Statistics, Hyderabad that owing to the difference in the value of Hali and Indian small coin there was a possibility of the worker having to pay a higher price. They have further agreed with the Director that in Hyderabad State out of about Rs. 50 per month paid to the worker, about Rs. 5 will be spent on various small items and the expected increase in the cost of such items would be about 40%. In other words, the additional cost per month to the worker on account of the change in the currency would be of the order of about Rs. 2 per month. Owing to the complexity of the problem they were not able to give a definite finding but were generally of the opinion that in small transactions made in *dubs* there was a likelihood of suffering to the public. The Wage Boards have come finally to the view that Rs. 2 will be the loss which is reasonably expected to result to the workers from the transition when demonetisation was complete.

65. *Wage Boards on Distilleries and Power Alcohol, Cigarette, Paper and Sugar Industries.*—According to the employers' representatives there was no increase in the cost of living as a result of demonetisation. The employees' representatives, however, expressed the view that in small purchases they were adversely affected, but were not able to estimate the exact loss. These Wage Boards also found it difficult to estimate the loss to the workers but in the light of the evidence of certain Experts they came to the conclusion that the introduction of the new coinage had affected to a certain degree the purchasing power of the consumer and that there had been some loss to the consumer on account of the difference in the structure of the two coinages which was probably to the extent of Rs. 2 to 2-8-0 per month.

66. *Wage Board for the Cotton Textile Industry.*—The Wage Board came to the conclusion that the worker was put to loss of at least Rs. 1-10-0 per month on the basic wage of I.G. Rs. 26 due to demonetisation. The Chairman of the Board recommended that the workers should be paid a demonetisation allowance of I.G. Rs. 1-10-0 on basic wage of I.G. Rs. 26 per month for a period of three years till the end of April 1956 with retrospective effect from the date of demonetisation.

67. *Views of certain employers' representatives.*—Shri Nizamuddin, Deputy Director, Government Printing Press who was a Member of the Wage Board for Printing Presses,

has recorded the view that in the light of the evidence before the Board, it seemed to him that it could be inferred that due to non-availability of an adequate number of small coins the customer had to bear 2 to 3 per cent loss in respect of retail purchases. The loss of 2 to 3 per cent on small purchases was so meagre and avoidable that it did not justify any special demonetisation allowance.

68. The Superintending Engineer, Public Works Department said that since the loss to the workers, if any, was due to shortage of small coins, the solution of the problem lay in Government arranging for circulation of pies so as to mitigate the inconvenience.

69. Shri C. S. Tyabji, Chairman, Hyderabad Millowners' Association felt that a demonetisation allowance of I.G. Rs. 1-10-0 per month as recommended by the Chairman of the Textile Board was too much and was of the opinion that Annas twelve per worker per month would be sufficient compensation.

70. *Views of employees' representatives.*—Shri Subba Rao, General Secretary, District Power Schemes Workers' Union was of the view that the effect of demonetisation was felt more by people of lower income groups and to the full extent. In his view, for persons of lower income the adverse effect of demonetisation was on the complete family budget and not merely on 20% of the family's expenses on miscellaneous items. He therefore, felt that compensation should be to the extent of 15% for Persons drawing up to Rs.100 and 10 per cent for persons drawing between Rs. 100 to Rs. 200.

71. *Views of Economists.*—According to the view of Prof. S. Kesava Iyengar, Director the Indian Institute of Economics, Hyderabad, the changeover from O.S. to I.G. currency would cost the consumer more and his estimate was that a consumer would suffer to the extent of 5 to 10 per cent of his *total expenditure*. He felt that as a result of demonetisation the monthly expenses of the worker would increase from I.G. Rs. 2-8-0 to I.G. Rs. 5-0-0.

72. Shri M. V. Divatia, Director, Bureau of Economics and Statistics, felt that the exact effect of withdrawal of O.S. currency was not predictable, but that there might be some marginal increase in prices of miscellaneous items of expenditure. He concluded that a worker getting about Rs. 50 a month

would spend about Rs. 5 on miscellaneous items and the expected increase in the case of such items would be 40 per cent of Rs. 5 which would come to about Rs. 2 on the whole.

73. Since we had to re-examine the reports of the Wage Boards, we thought it necessary that in the list of points on which we proposed to ask for memoranda from the parties concerned we should also include the question of demonetisation. We summarise below briefly the replies received.

74. Almost all the representatives of workers, organisations have informed us that demonetisation had adversely affected the workers, the adverse effect on their income ranging from 7 to 33½ per cent. Most of them have stated that house rents have increased as a result of demonetisation and that the enhanced rents are being collected in I.G. currency. A few of them have admitted that it is difficult to isolate the rise in the cost of living due to demonetisation from changes in the general price level.

75. The Drainage Employees' Union while admitting the difficulty of isolating the effects of demonetisation from the general changes in the cost of living, have pointed out that on smaller purchases such as those on pan, a cup of tea, vegetables, etc., the shopkeepers were inclined to quote in equal I.G. currency. In their view since such commodities account about 25% of the workers' budget and since their prices went up by 35 to 40 per cent and the rise in the total budget would be of the order of 7 to 9 per cent. The Water Works Workers' Union referred to the reduction in wages by 16⅔% and an equal rise in the prices of commodities since all payments had to be made in I.G. currency. Giving details they pointed out that in the case of school-fees, house rents, water and electricity charges the amounts were converted into equal I.G. currency and thus the effect of demonetisation was about 16⅔% of the monthly income of the workers. The Vazir Sultan Tobacco Company Workers' Union referred to the reduction in the workers' income by 16⅔% because, all payments were made in I.G. currency. In their view, immediately after demonetisation consumer costs went up by more than 20% on all items entering into a family budget and the traders, particularly the retail traders, took full advantage of the change in the currency and increased the price by 16⅔%. Other Unions have referred to enhanced payments on account of house rents, medical charges, vegetables and minor articles of daily requirements as a result of demonetisation. The

representatives of the workers in the P.W.D. Workshop stated that demonetisation had brought about a loss to them of  $33\frac{1}{3}\%$  of their wages since because of payments in I.G. currency they got  $16\frac{2}{3}\%$  less than what they used to get ; while on the other hand for their purchases they had to pay  $16\frac{2}{3}\%$  more. An interesting example given by a representative of the workers of the Osmania University Press was that prior to demonetisation he used to give to his four children one O.S. Dub each daily as pocket money, but now he was compelled to give one pice I.G. each which was adversely affecting him to the extent of 3 Dubs or 5 pies (I.G.) every day.

76. Most of the employers' representatives have stated that there was no adverse effect on the income of the workers because of demonetisation. On the other hand, the Director, Government Printing Press has stated that the increase of I.G. Rs. 1-12-0 in basic wage and I.G. Rs. 1-12-0 in the dearness allowance announced by Government could be considered as a relief due to demonetisation.

77. We made a special request to all those whom we examined on this subject, to produce some evidence in support of their statements, but none was able to do so. We also examined informally the two experts namely, Prof. S. Kesava Iyengar, Director, the Indian Institute of Economics, Hyderabad, and Mr. M. V. Divatia, Director, Bureau of Economics and Statistics, who had expressed views on the subject before the Wage Boards. Prof. Kesava Iyengar could not produce any definite evidence in support of the figure he had given to the Wage Boards, but informed us that it was a fact that after demonetisation medical fees and charges were quoted in equal I.G. currency and except for articles like rice, wheat and jowar, all others had to be paid for in the new currency when demonetisation took place. He argued that whereas in some places the consumer was at an advantage, by far and large, demonetisation did adversely affect the consumers. Mr. Divatia, who could produce no evidence in support of what he had stated before the Wage Boards, was frank enough to admit that it was only a well informed guess.

78. Having failed to receive any direct evidence on the subject, we felt that we might consult a monetary expert from Bombay on the point. In his view the sector over which the effect of demonetisation would have been felt might be so small in relation to the total budget of workers and the other factors simultaneously influencing the direction of rising cost of living

might have been so important and the subsequent price behaviour, *viz. after* substitution of one currency by another might be of such significance as to make any effect to represent the possible incidence of demonetisation on the cost of living in definitive or measurable terms as not fully worthwhile, particularly, as the influence of demonetisation in relation to other factors would necessarily recede with time. The influence of demonetisation, such as there might be, would, thus in the long run appear to be more and more inconsequential. Such influence again would vary not only from one part of the State to another but possibly also from industry to industry. By its very nature this is a field where measurement is extremely difficult. If in the initial stages of demonetisation there were increases in prices there is likely to be, later, corresponding resistance to the changes in price in terms of the new currency unit as and when prices should tend to go up otherwise on account of normal economic factors. That is to say, while it is possible that prices in very small retail transactions may have gone up with demonetisation, such prices may show a degree of compensating rigidity later, when they might have risen in the absence of demonetisation owing to the fact that it becomes inconvenient to change prices over and over again because of the very non-availability of sufficient small currency fractions to make continuous changes possible. In other words, the point of resistance under demonetisation changes. To counter balance the effect of any immediate price rises on extremely small transactions, such prices may well stay stable longer than they might have done had there been no demonetisation.

79. It is clear from the foregoing paragraphs that the opinions regarding the effects of demonetisation vary widely, the range being from no adverse effect to a loss of about 33½% to the workers. In order to get some reliable evidence to substantiate the allegation regarding the loss, we addressed enquiries to the Municipal Commissioner, Hyderabad, regarding rents ; to the Director of Public Instruction regarding school fees, to the Transport authorities regarding bus fares. Their replies did not furnish any definite answer to our queries especially the reply of the Municipal Commissioner. The Director of Public Instruction has stated that since April 1953 the tuition fee in Government institutions is being collected in I.G. equivalents. There has, however, been a slight increase in the games, poor fund fee and library fees, etc. Thus the games fees which was Annas four O.S. became Annas four I.G. Also the multi-purpose schools were permitted to collect fees at a higher rate. Moreover, in Government schools some new

items are being charged such as radio maintenance fee, A.C.C. fee, etc. In regard to bus fares, the Road Transport Authority has stated that the I.G. fares were introduced in the city services with effect from 15th August 1954. The basic fare of O.S. 12 pies per mile which is equivalent to I.G. 10.20 pies per mile was continued to be charged in the city services by suitably altering the fare stages. Also, when the O.S. fares were charged this was in multiples of annas only. Now they are in multiples of half annas. Copies of these communications are given in Appendix XI.

80. Although there is no definite evidence to assess in terms of money the precise loss to the workers as a result of demonetisation, since most of the Wage Boards as also most of the workers' unions seem to hold that demonetisation did result in a loss especially on smaller purchases, we cannot set aside these opinions. Having gone into the matter with considerable care, it seems to us that with the changeover of the O.S. currency to the I.G. currency most factories, including Government Departments, began to pay their workers the equivalent in I.G. currency of the wages which they were being hitherto given in O.S. currency. Since the I.G. currency was higher in value as compared to the O.S. currency, the number of Rupees, Annas and Pies received by the workers were  $16\frac{2}{3}\%$  less than formerly. This had a tremendous psychological jolt on the minds of the men who felt that they had suffered a wage cut. It is more than probable that soon after demonetisation many shopkeepers, particularly those with whom the working classes have transactions did try to exploit the situation and made illicit gains by charging equal I.G. currency. That a change in the currency unit does result, temporarily may it be, in loss to the consumers on the smaller transactions is evident from the recent experience of the introduction of the Naya Paisa. Certain local factors also intervened just then. That is to say, the Municipality decided to re-examine their assessments for house taxes which resulted in higher municipal taxation and the landlords naturally passed it on to the tenants by charging the same rent as before but now in I.G. currency or by even charging a higher rent and that too in I.G. Similarly, the Water Works Department decided on the introduction of water meters and the water charges are to be paid naturally in I.G. currency. The local Road Transport Department also revised its schedule of distances and started charging fares in I.G. currency. All these factors almost conspired to accentuate the feeling that it was demonetisation which was causing losses to the workers. Thus,

the reduction in the pay packet in terms of coins, the fact that on some small transactions the workers were required to pay more ; and that there were slight additions in school charges and there were increases in rentals, and the changes in the bus fare schedules all these had an unsettling effect on the minds of the workers. Thus, while we cannot come to a definite conclusion as to what was the monetary loss to the workers due to demonetisation, we are inclined to think, that from the time of demonetisation, that is to say April 1953, the workers have found it very difficult to manage their monthly expenditure because of the reduced pay packet, etc. Moreover the existing wage level in the case of most concerns goes back to the year 1950 ; since then the Hyderabad city Cost of Living Index number on base 1943-44=100 has gone up. While the average for 1950 was 161, it was 179 for 1956.

## CHAPTER V THE PAY PACKET

81. *Reliability of data used.*—Before proceeding to discuss the question of the minimum requirements of the worker and his family, it is necessary to comment briefly on the statistical data which we have used in discussing the various matters for making calculations and formulating our conclusions. This is necessary because statistical data indiscriminately used are often prone to lead to misleading results. This is not the place to discuss the strength or weakness of statistics as an instrument of logical reasoning, but it is necessary all the same to make it clear that statistics often half reveal and half conceal the meaning within. Moreover, most statistical devices, including price index numbers, which we have had to use in several section of this report, are but approximations and must be treated with due consideration of this, their inherent limitation.

82. The two sets of figures used in the calculations contained in this Report are: (1) the Hyderabad series of cost of living index numbers based on the pre-war month (August 1939) and (2) the cost of living index numbers for six centres in Hyderabad State based on the year 1943-44=100.

83. As regards the former, these figures have been specially compiled for us by the Director, Bureau of Economics and Statistics, Hyderabad. He had already compiled cost of

living index numbers on the pre-war base up to the year 1952, but has brought them up-to-date especially for us. The former series was published in the Hyderabad Government Bulletin on Economic affairs, July-August 1952. There was no family budget enquiry in Hyderabad on a pre-war base unlike several other centres in the country. Therefore, the Director, Bureau of Economics and Statistics, had had at a much later date to obtain the price data for the pre-war year (August 1939). Retail prices of articles of common consumption obtained after a number of years are always suspect and the general feeling in regard to them is that they would be unreliable. There is, ordinarily a great deal in this suspicion. However, we have been told by the Director, Bureau of Economics and Statistics Hyderabad, that the pre-war price data collected by him are not based on hearsay evidence but have been obtained from the books of reliable shopkeepers. It is possible, therefore, that these data are fairly reliable. Another line of criticism of this series may be that the 'weights' derived from the 1943-44 enquiry have been assumed to hold good during August 1939, even though according to the figures made available by the Director, Bureau of Economics and Statistics, in 1943-44 as compared to 1939, the price level had already gone up. If, as is possible, there was no complete parallelism in the rise in the prices of all the groups included in the index, the 'weighting' diagram derived from the 1943-44 enquiry might not have been the same in August 1939 and to that extent the figures may get vitiated. At the same time it is important to remember, Dr. Bowley's famous dictum that in price index series the accuracy of prices is much more important than the accuracy of 'weights'. Therefore, if it is assumed on the basis of the statement of the Director, Bureau of Economics and Statistics, that the price data are reliable, there is reason to believe that this series can be used as a useful pointer to the magnitude of the changes in the cost of living of the working classes in Hyderabad city as compared to the pre-war year.

84. In regard to the series on base 1943-44, since no detailed Report on the enquiries from which the 'weights' were derived is available, it is difficult to estimate the reliability of the data made available to us which are regularly published in the Bulletin of Economics. We are informed, however, that when the enquiries were being conducted, advice was sought from a statistician attached to the Ministry of Labour (then the Department of Labour, Government of India) and that presumably the enquiry was conducted on accepted statistical principles. It is impossible for us to go



into the details of the base price data, the method of enquiry followed, the reliability of the sample adopted, etc, but from such internal examination of the figures as we have been able to make, we have a feeling that in certain directions the present index requires to be improved. These are: (a) the rent index number has remained stationary from the very inception and no attempt has been made so far to revise it although there is enough evidence to suggest that rents in Hyderabad city have, like the prices of other commodities and services, gone up in recent years and (b) it appears that there is something inexplicable about the figure which has been published for Hyderabad city for the clothing group, judging from the index numbers being published for other centres in the State as also from the figures for other centres in the country for the clothing group.

85. According to the 1943-1944 enquiry, the item house rent accounted for an expenditure of Rs. 2-3-2 or 8.7% of the total monthly expenditure of a family. If the rent index is, therefore, kept stationary and rents have gone up *pari passu* with other commodities, it follows that the official index number is an under estimate of the changes in the price level. As regards the index number for the clothing group, in the index number for Hyderabad city for 1955, the figure on the same base August 1943- July 1944=100, was 102 for Hyderabad city and, 122, 177, 134, 133, 124 for the five other centres in the former State of Hyderabad. It seems clear that there is something wrong somewhere with this figure. On being asked, the Director, Bureau of Economics and Statistics, informed us that firstly, the 1943 44 prices were on the high side owing to the prevalence of rationing and a very great deal of black marketing which was taking place then. Moreover, some of the varieties of cloth for which prices were originally quoted had gone out of the market and new items had been 'interpolated' which though in use by the working classes, were less expensive than varieties originally included in the index. Whatever the reasons for the present low index number for the clothing group for Hyderabad city, it is clear that if the index purports to indicate the changes in the price level of the same basket of goods and services at two points of time, namely, the base period and the current period, then assuredly the present clothing index would have the tendency to depress the general index in a downward direction. These observations are not offered by way of criticism of the Department responsible for the preparation of the index number series, but to warn the reader that only because a set of figures are being published by

a Department of Government they should not be regarded as being 100% accurate or indicating in a precise mathematical manner the changes in the cost of living. Similarly, we are apprehensive that the indices being published for the 'Fuel and Lighting' group require to be carefully examined with a view to ensuring their reliability.

86. We have also heard criticisms that the agency employed by the Directorate for collecting retail price data from week to week does not attach the importance it should, to ensure the accuracy of the information they record. But this is a vague and general criticism and we have been assured by the Director, Bureau of Economics and Statistics that he is satisfied that the price collecting machinery is doing its work as well as it can within the limitations of the subject.

87. *The 'Pay Packet'*.—In the former State of Hyderabad, family budget enquiries covering six centres, namely, Hyderabad, Warangal, Nizamabad, Nanded, Gulbarga and Aurangabad were conducted during the year 1943-44. The results of these investigations are being utilised for 'weights' required for the construction and maintenance of the cost of living index numbers for these centres. We are informed, however, that no detailed reports on the enquiries were prepared or published. A cost of living index number series on base prices for August 1943-July 1944=100 is being compiled by the Director, Bureau of Economics and Statistics of the present State of Andhra Pradesh, and regularly published in his Bulletin called the 'Hyderabad Government Bulletin on Economic Affairs'. Thus, although information is available regarding changes in the cost of living since 1943-1944, the details of the consumption pattern ascertained during the family budget enquiries are not available to the public nor are index numbers available on a pre-war base. The Rege Committee (Factory Labour Investigation Committee) while making their recommendations referred to the lack of pre-war statistics for Hyderabad State and the handicap resulting therefrom. (1) In most States in India, where industries have been established for a longer time and where also State Labour Officers or Statistical Departments were founded soon after the conclusion of the First War (1914-18) or much before the second World War, it has been the usual practice for Industrial Courts, Industrial Tribunals, etc. to fix a minimum wage relating to the pre-war period (1939) and allow a certain percentage for the increase

(1) Report of the Hyderabad Labour (Factory) Investigation Committee, Government of Hyderabad, page 39.

in the cost of living over the pre-war period by way of dearness allowance on the pre-war minimum wage. Although this is so, there is no special sanctity attached to a pre-war base, because what matters to a workman is the pay packet that he receives, that is to say, the money which he actually gets in his hand at the end of the wage period for the maintenance of himself and his family. Therefore, it seems to us that if we could, on the basis of the available information prepare family budget of a working class family and evaluate such a budget at current prices, we should be able to know as to what should be the money content of the 'pay packet'. Apart from the fact, that there is no special sanctity attached to the pre-war period, we feel that this is an approach well worth pursuing. It is important to remember that in most States in India the minimum wage for the pre-war period which has been fixed is for bare subsistence of working class family and not in accordance with the definition of the Fair Wages Committee. Although, the details of the consumption pattern ascertained during the 1943-44 Family Budget Enquiry in Hyderabad are not available to the public, the Director, Bureau of Economics & Statistics, has at our request, made available to us from his records a statement showing the average consumption of food and other articles by industrial workers in Hyderabad city in 1943-44. He has also given us the equivalent consumption of a family of 3 consumption units and evaluated the budget on the basis of retail prices prevailing in Hyderabad city during August 1955 to July 1956. The budget relating to the food group is reproduced in Statement 'A' (see page 58).

88. It will be seen from the abovementioned budget that the actual monthly expenditure on food of a family of 3 consumption units on the basis of the retail prices prevailing in Hyderabad city during the period August 1955 to July 1956 was Rs. 34-8-9 or Rs. 11-8-3 per consumption unit. The Director, Bureau of Economics and Statistics, Andhra Pradesh, had drawn our attention to an article in the Hyderabad Government Bulletin on Economic Affairs for July-August 1952, in which he has attempted to work out the cost of living index numbers with base August 1939=100. After perusal of the article, we asked him whether he could bring these figures up-to-date and he has done so. The figures supplied by him are given in Appendix XIII. It will be seen from these figures that on the pre-war base (August 1939) the cost of living index number for 1955 for the city of Hyderabad was 355. Thereafter, it has registered a tremendous rise and in August 1956

the index was 417; the corresponding figures for the food group being 339 and 455. At our request he has also supplied us with the average of the food index for the 12 months-August 1955 to July 1956. This index comes to 394 which means that as compared to August 1939, the rise in the food group has been of the order of 2.94. The figure of Rs. 11-8-0 as the cost of food per consumption unit thus roughly works out to Rs.2-14-9 during the pre-war period. To what extent the cost of living index numbers worked out on the pre-war base are authoritative is what more than one can say. We are, however, assured that they are reliable. The figures we have derived from the above calculations of pre-war cost of food per consumption unit does not appear to be *prima facie* wrong, because it is well known that the cost of living and particularly the cost of food before the last World War used to be much lower in most of the Indian States than in what was then known as British India. This will be clear from some comparative data which we present below for other centres regarding the pre-war cost of food per consumption unit.

MONTHLY COST OF A BALANCED DIET AT PRE-WAR\*

(Price for one consumption unit)

				Rs. A. P.
1. Madras	..	..	..	5 8 0
2. Bombay	..	वन्त्रादिन जयन्त	..	7 8 0
3. Kanpur	..	..	..	6 3 0
4. Agra	..	..	..	5 8 3
5. Benaras	..	..	..	5 14 1
6. U.P. Labour Enquiry Committee's Report	..		..	6 0 0
7. Famine Commission's Report	..	..	..	5 0 0
8. Dr. Akroyd's estimate	..	..	..	4 0 0 to Rs. 6-0-0
9. Minimum Wages Committee Report for Ajmer State	..	..	..	3 8 6

The comparatively low figure for Hyderabad city becomes more understandable in the light of the fact that even in 1943-1944 the standard of living of the industrial worker in the former Hyderabad State was extremely low. Moreover, the pre-war

\*Report of the Rajasthan Cotton Textile Labour Enquiry Committee, page 45.

figure derived for Hyderabad city is based on the actual consumption pattern while the comparative data are for a balanced diet except in the case of the State of Ajmer.

89. The budget dealing with the food group which we have given in Statement 'A' was sent to the Nutritional Expert with the Government of India and he has characterised it as follows : "It is clear that the diet is both inadequate and imbalanced."

90. In addition to the above budget relating to the food group we had sent to the Nutritional Expert with the Government of India a budget framed by us for Hyderabad city on the basis of local enquiries and in the light of the advice he had given to one of us, when he was dealing with a similar enquiry in Rajasthan. This food budget contains a balanced diet. His comments on this budget together with the analysis he has made of the diet are reproduced below :

*Analysis of the Nutritional Expert of the Government  
of India on the Nutrients derived from the Budget  
prepared by the Committee*

Protein	Fat	Carbo-hydrate	Caloric value	Calcium mg.	Phosphorus mg.	Iron Mg.	Vit 'A' i.u.	Vit 'B' u.g.	Riboflavin u.g.	Nicotinic Acid mg.	Vit 'C' mg.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
76	41	500	2,700	530	1,570	34	3,500	1,580	1,570	15	70

*Comment.*—"From the nutritional stand point, an ounce of groundnut (kernels) a day is useful addition but if this is not acceptable to the people, the quantities of some of the pulses which they usually consume may be increased instead. Dalda has been included in this diet, here again it may be cheaper and in keeping with the local practices, to increase the consumption of one of the oils which the people are already using. This diet includes small quantities of liquid milk (one ounce/c.u./day). This allowance should be increased to 4 to 8 ounces of milk per day for consumption unit. if this is not possible, an ounce of skim milk powder/day/consumption unit should be allowed

for, provided the commodity is easily available. This would only increase the cost of the diet by another Rs. 3 per month, but will considerably improve the calcium intake (which is low) by another 300 mg., in addition to contributing other essential nutrients”.

The cost of this budget, after making the correction indicated by the Nutritional Expert, that is an increase in the item milk to 4 ozs, per day per consumption unit and substituting the quantity of gingelly oil consumed for Dalda, in order to reduce the cost, comes to a total figure of Rs. 50-7-7 for 3 consumption units per month for food only. This, it should be repeated, is the cost of a balanced diet for 3 consumption units at August 1955—July 1956 level of retail prices ruling in Hyderabad city.

#### COST OF OTHER GROUPS.

91. *Fuel and Lighting*.—The Director, Bureau of Economics and Statistics has supplied us with the figure of Rs. 2-13-0 as representing the monthly cost of fuel and lighting of a family at the 1955-1956 (August-July) level of prices. We had doubts in our minds about the accuracy of this figure and had, therefore, requested him to test its accuracy by making special *ad hoc* investigations. He was good enough to do so. We have also made informal enquiries from several workers and in the light of the information received from both these sources we estimate that the average monthly cost of a family of three consumption units would be approximately Rs. 4/- The Director's *ad-hoc* enquiry shows that the cost was Rs. 4-9-0.

92. *Clothing*.—The figures supplied to us by the Director, Bureau of Economics and Statistics, was Rs. 3-15-8 per month but here again we had to revise it in the light of his further investigations and our own informal enquiries and we estimate that the average cost on clothing of a family of three consumption units would be about Rs. 8 per month. The average arrived at by the Director after the special *ad-hoc* investigations comes to Rs. 7-8-10 per month.

93. *House Rent*.—The house rent figure derived from the 1943-44 Hyderabad Family Budget Enquiry was Rs. 2-3-2. Although the Hyderabad rent index has not been revised since its inception, it is common knowledge that in recent years and particularly in recent months, house rents in Hyderabad have risen a great deal. Thus, the results of the survey made by the Hyderabad Economic Association in the year 1951 show

that the average monthly rent of a tenement (including huts) comes to Rs. 5-8-8 per month.\* The monthly rent charged by Government to industrial workers living in their industrial housing colonies at Sanatnagar and Chikkadpalli is Rs. 8-8-0 per month. It is true that some workers live in rent-free quarters and some others in huts erected by themselves and pay only a nominal ground rent of Re. 1 or Rs. 2 for the site. The special *ad hoc* survey made for us by the Director, Bureau of Economics and Statistics suggest that the average rent for a one-roomed tenement would be Rs. 5-4-4. Thus, we would not be wrong in assuming that the average monthly rent which the industrial worker is required to pay in Hyderabad city would be about Rs. 5 per month.

94. *Miscellaneous.*—In regard to the monthly expenditure on this group the figure supplied to us by the Director, Bureau of Economics & Statistics, on the basis of data derived from the 1943-44 enquiry was Rs. 11-1-1. We felt that this was a little on the high side and on making a detailed scrutiny of the items felt that some items like 'sweeper' and 'washerman' could as well be eliminated. The final estimate we have arrived in the case of this group is Rs. 9 per month.

95. On the basis of the above data the cost of Budget 'A' which is given below containing an inadequate and imbalanced diet would be Rs. 60-8-9.

#### BUDGET 'A'

*Actual and percentage expenditure on the various groups included in the budget as ascertained during 1943-44 enquiry and evaluated at August 1955.  
July prices after making certain adjustments.*

Group				Expenditure			Percentage
(1)				Rs. A. P.			to total
				(2)			(3)
Food	..	..	..	..	34	8 9	57.05
Fuel & Lighting	..	..	..	..	4	0 0	6.61
Clothing	..	..	..	..	8	0 0	13.21
Rent	..	..	..	..	5	0 0	8.26
Miscellaneous	..	..	..	..	9	0 0	14.87
Total				..	60	8 9	100.00

\*Survey of Housing Conditions of Working Class Families in Hyderabad City (the Hyderabad Economic Association), page 7.

96. The cost of balanced diet has already been worked out and is shown in Statement 'B' (see page 59). Thus at 1955-56 prices the total monthly cost of a family which would be able to afford a balanced diet will be as follows, assuming that the cost on other groups remains the same. Thus, the total cost of the family would be as in the tabular statement (Budget 'B') shown below :

### BUDGET 'B'

*Average monthly cost of a family budget of 3 consumption units at the 1955-56 price level in Hyderabad.*

Group			Expenditure		Percentage
(1)			Rs.	A. P.	to total
			(2)	(3)	(3)
Food	..	..	.. 50	7 7	66.00
Fuel & lighting	..	..	.. 4	0 0	5.23
Clothing	..	..	.. 8	0 0	10.46
Rent	..	..	.. 5	0 0	6.54
Miscellaneous	..	..	.. 9	0 0	11.77
Total			.. 76	7 7	100.00

97. In recent years Government have enacted certain laws which compel workers and employers to make contributions to the Workers' Provident Fund and the Fund created under the Employees' State Insurance Act. The monthly contributions of the workers in the lowest income bracket on account of these come to Rs. 4-8-0 per month. Thus, the minimum total monthly money requirement of a worker, even if he were to be satisfied with an 'inadequate and imbalanced' diet and to live in a single-roomed tenement or a hut would be Rs. 60-8-9 plus Rs. 4-8-0=65-0-9 or say Rs. 65. This amount represents the absolute minimum which an industrial worker in the lowest category of skill requires to live as a human being in average health and efficiency. It is of interest here to compare the total monthly emoluments of the least skilled worker in the cotton mill industry in different centres of the country.



	Basic wage			Dearness* allowance			Total		
	Rs.	a.	p.	Rs.	a.	p.	Rs.	a.	p.
1. Azamjahi Mills, Warangal	..	25	12 0	35	4 0	61	0 0		
2. D.B.R. Mills, Hyderabad..	..	22	5 0	30	13 9	53	2 9		
3. Bombay .. ..	..	30	0 0	68	4 0	98	4 0		
4. Ahmedabad .. ..	..	28	0 0	62	7 3	90	7 3		
5. Sholapur .. ..	..	26	0 0	55	12 0	81	12 0		
6. Baroda .. ..	..	26	0 0	56	0 2	82	0 2		
7. Indore .. ..	..	30	0 0	47	1 0	77	1 0		
8. Nagpur .. ..	..	26	0 0	46	7 2	72	7 2		
9. Madras .. ..	..	26	0 0	47	5 6	73	5 6		
10. Kanpur .. ..	..	30	0 0	50	7 4	80	7 4		
11. West Bengal .. ..	..	20	2 5	30	0 0	50	2 5		

It will be seen that the minimum arrived at for Hyderabad is appreciably lower than the minimum prevailing in places like Bombay, Nagpur, Sholapur, Madras, etc., although it is definitely higher than that prevailing in West Bengal.

98. Further, from a comparison of retail prices of certain articles of food consumption in Bombay, Hyderabad and Sholapur for the month of October 1956 as shown in Appendix XIV, it is clear that the Hyderabad food prices are by far and large, almost as high as those in Sholapur. This is an additional proof in support of the argument that the proposed pay packet of Rs. 65 is not excessive in the context of the prevailing wage levels in the neighbouring areas.

99. *Wages of Men and Women.*—We give below a statement showing the basic wages of men and women employed in the least skilled category of work in certain units of the various industries in Hyderabad and also in departments of Government.

\*Average for the first ten months of the year 1956 and nine months in the case of Kanpur.

Sl. No.	Name of factory	Basic wage per month					
		Men			Women		
		I.G. Rs.			I.G. Rs.		
1.	Hyderabad Chemicals & Fertilizers ..	..	25	1 1	13 14	10	
2.	Vazir Sultan Tobacco Company ..	..	26	0 0	23 9	0	
3.	Deccan Cigarette Factory ..	..	22	4 0	18 0	0	
4.	Kohinoor Glass Works ..	..	24	6 0	19 0	0	
5.	Drainage Works (Hyderabad) ..	..	22	4 6	17 2	3	
6.	Water Works (Hyderabad) ..	..	22	4 6	17 2	3	

It is clear from the above that discrimination is being made against women in regard to their wage rates. In some factories we found that even when men's and women's work was interchangeable, women were paid lower rates of wages just because they were women, e.g., in the Hyderabad Chemicals and Pharmaceutical Works Azamabad, in the packing, wrapping, labelling and bottle-washing sections of the factory where work between men and women is interchangeable and yet they have different rates of wages, women getting less wages than men. Similarly, in the Vazir Sultan Tobacco Company, women are employed in the packing, wrapping and labelling departments and their work cannot be considered as being less strenuous than of unskilled mazdoors and yet the women workers receive less wages than men.

100. The Labour (Factory) Investigation Committee, 1949, had recommended that the minimum basic wage of an unskilled worker in Hyderabad State should be O.S. Rs. 26 for 26 working days and that it should apply to all the workers throughout the State and that men and women should get the same basic wage. The Government of the former Hyderabad State while accepting the recommendation that the minimum basic wage of an unskilled factory worker throughout the State should be O.S. Rs. 26 did not accept the recommendation regarding the fixation of the same minimum basic wage of O.S. 26 for both men and women on the ground that "women in Hyderabad and elsewhere have been paid and are still being paid 2 to 4 annas less than men since they are employed on lighter work". In view of the above presumption they stated that the basic wages in the case of women should be fixed at O.S. Rs. 20 with the proviso that when both men and women do the same

kind of work, they should receive the same basic wage. The Wage Boards for Distilleries, Sugar, Paper and Cigarette, have recommended that equal wages should be paid to women for equal work, but if the nature of work is different and of a lighter nature, and women are exclusively employed for such jobs they should be paid according to the nature of work.

101. We are aware that until quite recently even in advanced countries of the West, women's wage rates used to be substantially lower than those of men even though they were employed in the same or similar type of work. However, as is seen from the reports in the International Labour Review "the skill and occupational structure of wages, the inter industry wage pattern and the sex differentials have all shown a trend towards compression since 1938." <sup>(1)</sup> The Report further adds that the degree of compression has varied from one country to another and different occupations of industry within individual countries. However, the basic trend can be considered as one of levelling up, the net result being not only improved conditions for wage earners as a whole but also greater equality between occupational and industrial groups between the sexes. A statement showing the average earnings of male and female workers in industry in different countries of the World for the period 1938 and 1954 is given below.

*Average earnings of Males and Females in Industry, 1938 and 1954.\**

Country	Wages of females as percentage of wages of males.		Changes in ratio. 1938-54 as percentage of 1938-ratio.
	1938	1954	
Australia .. .. .	51.0	69.5	+36
Denmark .. .. .	61.8	65.7	+ 6
Finland .. .. .	56.1	67.5	+20
France .. .. .	55.3	86.6	+57
Germany .. .. .	58.1	63.0	+ 8
Ireland .. .. .	53.6	57.5	+ 7
Newzealand .. .. .	53.1	65.8	+24
Norway .. .. .	59.5	68.0	+14
Sweden .. .. .	63.2	69.0	+ 9
Switzerland .. .. .	58.9	65.0	+10
United Kingdom .. .. .	50.6	59.2	+17
Viet-Nam .. .. .	66.7	83.8	+26

(1) International Labour Review, March 1956, page 283.

\*International Labour Review, March 1956, page 282.

102. Even in Asian countries it would appear from the report of the International Labour Review (December, 1954, page 554) that efforts are being made to turn the theory of equal remuneration into practice. The Report states that under the Constitution of Burma women have a right to the same pay as men for comparable work and in the Peoples' Republic of China the Standing Committee of All China Federation of Labour (Peking) published regulations in 1949 providing for the application of equal pay for equal work done with equal efficiency, and that the principle of equal pay is being applied in the nationalised industrial undertakings of China. According to the report, in Japan the Standard Law (No. 49, 1947) do forbids discrimination based on sex in the matter of wages, and the wage scales have been established on the basis of classification of employment irrespective of sex. In Philliphines the Women and Child Labour Law (No. 679) has laid down that equal wages shall be paid to men and women for equal or similar work and the minimum Wage Law of 1951 has established the minimum rates regardless of sex.

103. Coming nearer home, in India the principle of equal pay for men and women for work of equal value has till few years back not found general acceptance. The Bombay Textile Labour Enquiry Committee (1940) recommended a lower level of wages for women workers than that of men and the recommendations of the Central Pay Commission was that lower rates should be fixed for women on the ground that while men have to maintain a family of three on an average, consisting of wife and two children, women have usually lesser responsibilities. However, of late the principle of equal pay has come to be accepted as a general proposition and there is a tendency towards abolition of discriminations in pay on the basis of sex. For example, the directive principles of the Constitution of India Article 39 (a) states as follows :

“ that there is equal pay for equal work for both men and women.”

Article 15 (1) of the Constitution states that :

“ the State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them.”

104. Moreover, in the year 1951, the International Labour Organization has adopted the Convention relating to equal pay for equal work. The Article 233 M of the Convention reads as follows :

“Each member shall by means appropriate to the methods in operation for determining rates of remuneration, promote and in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.” (1)

105. Despite all these developments, even in certain Notifications issued under the Minimum wages Act in which the State Governments in India have laid down rates of wages, we find discrimination practised against women so far as their wages are concerned. For example, the Government of West Bengal through \*Notification No. 6763 Lab., dated 25th November 1950 have fixed the minimum rates of wages payable to employees in rice mills in the State wherein an unskilled male worker gets Rs. 1-2-0 per day and a female worker gets Annas 14 per day. The argument generally adopted in defence of lower wages for women workers is that they are generally engaged on lighter types of work. Another argument used for discrimination against women is that such, discrimination prevails in more advanced countries of the world. Yet another argument one could think of for paying a lower minimum wage to a woman as compared to a man's wage could be that a woman would not have as many dependants to support as a man since generally it is the man's responsibility to feed a family and cases in which women take an employment are those either of married women who want to supplement their husbands' income or those who are widows with a few children to maintain. However, despite the efforts we have made we have been unable to discover any statistical finding indicating the number of dependants which a fulltime women worker is called upon to maintain. Moreover, in the face of the clear-cut provisions contained in the Indian Constitution as also in the absence of any reliable date to prove that a woman would have fewer dependants to maintain, if we were to recommend discrimination in wage rates for women doing the same type of work which is interchangeable with that of man, we would be opening up a vast field of controversy. In the light of the above considerations

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(1) The International Labour Code (1951) Vol. I, page 185.

\*Report of the Minimum Wages (Rice Mills) Committee, West Bengal Page 75.

we are of the opinion that women employed on the same or similar type of work must be paid the same minimum basic wage which we have arrived at. We may point out here that except in the case of West Bengal where wages and dearness allowance in the Cotton and Jute Mill industries were fixed as a result of a Tribunal's Award in the year 1948, in other centres in the cotton mill industry at any rate, no discrimination whatever is made between men's and women's minimum wages and dearness allowance payable to the least skilled.

106. *Basic Wage.*—We are recommending a basic wage of I.G. Rs. 26 per month. This basic wage is not necessarily the pre-war minimum basic wage, because we have no data to indicate what the pre-war minimum wage would have been. Moreover, in several centres including Sholapur the basic minimum wage has been fixed at a higher figure than what the pre-war minimum wage would have been. Nearer home, the Labour (Factory) Investigation Committee, popularly known as the Rege Committee, suggested the basic minimum wage of O.S. Rs. 26 although according to their calculations the pre-war minimum wage would have been in the neighbourhood of Rs. 20 per month. In fact, such data as are available to us indicate that round about 1939 the minimum basic wage in several establishments was in the neighbourhood of Rs. 8 to Rs. 12 per month. In several concerns in the residuary State of Hyderabad, the present basic wage is more than I.G. Rs. 26 being in the neighbourhood of I.G. Rs. 30. Several of the representatives of the workers' unions have urged upon us that the basic wage should be I.G. Rs. 30 in view of the general tendency to raise the minimum wage for purpose of differentials. We, however, think that in the context of the conditions in the residuary State of Hyderabad, a basic wage of I.G. Rs. 26 as proposed by us is reasonable and would meet the ends of justice. As a matter of fact, the Wage Boards for Paper, Distilleries, Rayon Silk and Textiles have recommended a basic wage of I.G. Rs. 26 and the Wage Boards for Cigarette and Sugar have recommended I.G. Rs. 30 per month.

107. *Dearness Allowance.*—Unlike countries of the West, in India, the practice of paying dearness allowance separately from the basic wage has been common particularly since the outbreak of the first World War in several industries. Towards the close of the War and during the immediate post war years the grant of an adequate dearness allowance has frequently been an issue before Labour Judiciaries of the country. Dearness allowance is generally granted either (a) on an *ad hoc*

flat basis or (b) is linked to cost of living index numbers. The method generally followed by the cotton textile industry in Bombay, Ahmedabad, Madhya Pradesh, Madhya Bharat and in textile centres in the South is to grant dearness allowance linked to the cost of living index number on a flat rate irrespective of income. The quantum of dearness allowance often depends on the percentage of neutralisation of the increase in the cost of living which is granted. This in turn,, according to several Tribunals, depends upon the financial position of the industry concerned. Two authoritative bodies, namely, the Central Pay Commission and the Fair Wages Committee were of the view that "for the classes whose pay only enables them to live on the marginal level in normal times, the allowance must be so fixed as to neutralise the rise of prices." <sup>(1)</sup> That is to say, as stated by the Fair Wages Committee, "for the lowest categories of employees the target should obviously be compensation to the extent of 100% of the increase in the cost of living." <sup>(2)</sup>

108. In the residuary State of Hyderabad the linking of the dearness allowance to the cost of living index numbers is to be found only in two concerns, one in which Government have made large investments, namely, the Azam Jahi Mills at Warangal, and two, a private concern, namely, the Vazir Sultan Tobacco Company in Hyderabad City. A descriptive note on the method followed by them for linking the dearness allowance to the cost of living index has been given in Appendix XV.

109. Although the linking of dearness allowance to cost of living index numbers is not common in the residuary State of Hyderabad, we are definitely of the opinion that in order to ensure industrial peace and harmonious relations between the employers and the employed, the time has come when all concerns, including Government Departments, should link the dearness allowance to the cost of living index numbers. In order to achieve this purpose we propose the following formula.

110. The Warangal mills are paying dearness allowance at 0-2-0 per point per month over an index of 164 on base 1943-44=100.

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(1) Report of the Central Pay Commission (1947), page 46.

(2) Report of the Committee in Fair Wage (1949), page 22.

The pay packet we have proposed is based on the value of the minimum budget at prices ruling between August 1955 to July 1956, during which period the average of the Hyderabad cost of living index number on base 1943-44 was 165.

We propose that the index number of 165 on base 1943-44 should be taken as the starting point for future adjustments of the dearness allowance and the rate of dearness allowance should be the same as the one at present existing in Warangal mills, namely, Annas two per point per month. Incidentally, this rate has been fixed by the mills as a result of mutual agreement with the workers and has, therefore, received their blessings.

111. In order to save the various concerns the trouble of making calculations of the dearness allowance every month we were originally of the opinion that we should recommend a slab system like the one which prevails on the continent of Europe. However, in view of the fact that a very large bulk of the industrial workers receive their dearness allowance on a point to point basis it seems that the general opinion is in favour of making adjustments for every rise or fall of a single point in the index. Therefore, in compliance with the wishes of the parties we would suggest a monthly adjustment but recommend that in view of the difficulties of receiving the index for the month immediately after it is prepared, the adjustments should be made on the basis of the average of the quarter preceding two months immediately before the month for which the adjustments are due. To illustrate : the dearness allowance for the month of February 1958 should be based on the average of the general index numbers for Hyderabad City for October, November and December 1957.

The Dearness allowance for March 1958 should be based on the average of the Hyderabad city index numbers for November and December 1957 and January 1958.

The dearness allowance for April 1958 should be based on the average of the general index number of Hyderabad city for December 1957 and January and February 1958 index number and so on.

112. The dearness allowance accruing to the workers according to the formula we have suggested will be in addition to the dearness allowance of I.G. Rs. 39 which we have suggested for concerns in regard to which the minimum pay packet is to



be I.G. Rs. 65. In regard to higher categories of employees we notice that in Government concerns a differentiation is being made also in the dearness allowance in that those in higher income groups are paid a larger quantum of dearness allowance. We are not aware of the principles on which this differentiation is based. Although it is true that the lower income groups need greater relief than the higher income groups, all the same, it seems desirable that in view of the existing system of granting a higher dearness allowance to those in higher income groups, they should be a slightly higher amount of dearness allowance than the least skilled worker. We, therefore, recommend that in the case of concerns for which we have recommended a pay packet of I.G. Rs. 60 the slabs of dearness allowance according to income groups should be as follows :

<i>Income group</i>	<i>Dearness Allowance</i>
Re. 1 to Rs. 50.	I.G. Rs. 34.
Rs. 51 to Rs. 100.	I.G. Rs. 40.
Rs. 101 and above	I.G. Rs. 45.

In the case of concerns for which we have recommended a pay packet of I.G. Rs. 65 the slabs should be as follows :

<i>Income group</i>	<i>Dearness Allowance</i>
Re. 1 to Rs. 50	I.G. Rs. 39
Rs. 51 to Rs. 100.	I.G. Rs. 45
Rs. 101 and above	I.G. Rs. 50.

## STATEMENT 'A'

*Statement showing the quantities of food items consumed per month by a working class family of 3 consumption units in Hyderabad City as revealed by the Family Budget Enquiry conducted in 1943 - 1944.*

All rates are in I.G. Currency

Sl. No.	Name of the commodity	Unit	Actual consumption according to F.B. Enquiry of 1943-44	Expenditure at 1955-56 level of prices.	Rs. A. P.		
1.	Rice	.. Oz.	908.67	14 6 3			
2.	Wheat	.. ..	20.13	0 4 6			
3.	Jawar	.. ..	575.70	5 7 9			
4.	Tuar Dal	.. ..	64.02	0 15 3			
5.	Mung Dal	.. ..	4.32	0 1 0			
6.	Gram Dal	.. ..	9.42	0 1 9			
7.	Masur Dal	.. ..	4.50	0 1 3			
7.(a)	Groundnut Kennel	.. ..	..	..			
8.	Onions	.. ..	95.67	0 9 9			
9.	Vegetables	.. ..	201.36	2 3 9			
10.	Gingelly Oil	.. ..	15.48	0 11 6			
11.	Groundnut oil	.. ..	16.74	0 10 0			
12.	Sugar	.. ..	16.47	0 6 9			
13.	Gur	.. ..	20.88	0 3 6			
14.	Salt	.. ..	63.60	0 3 0			
15.	Chillies Dry	.. ..	31.95	1 12 9			
16.	Tamarind	.. ..	36.09	0 6 9			
17.	Copra	.. ..	0.90	0 0 6			
18.	Coriander	.. ..	2.34	0 1 0			
19.	Turmaric	.. ..	5.31	0 4 3			
20.	Garlick	.. ..	5.73	0 2 3			
21.	Ginger	.. ..	5.07	0 2 0			
22.	Cumin	.. ..	0.36	0 0 3			
23.	Bojwar	.. ..	0.42	0 0 3			
24.	Masala	.. ..	0.51	0 4 3			
25.	Ti	.. ..	1.50	0 0 9			
26.	Khaskhas	.. ..	0.99	0 1 0			
27.	Ghee	.. ..	4.08	0 5 6			
28.	Curd	.. ..	2.43	0 0 6			
29.	Milk	.. ..	52.50	1 1 3			
30.	Fish Dry	.. ..	3.48	0 4 9			
31.	Mutton	.. ..	35.34	1 13 3			
32.	Beef	.. ..	15.45	0 4 9			
33.	Fruits	.. ..	Number 5.76	0 3 0			
34.	Tea	.. Oz.	4.92	0 13 9			
Total			..	34 8 9			

\* Expenditure according to average retail prices during August 1955 to July 1956.

## STATEMENT 'B'

*Statement showing the balanced minimum monthly budget for 3 consumption units prepared in the light of local conditions and previous experience*

ALL RATES ARE IN I.G. CURRENCY

Sl. No.	Name of the commodity	Unit	Proposed balanced diet	*Expenditure on proposed balanced diet
				Rs. a. p.
1.	Rice .. ..	Oz.	908.67	14 6 3
2.	Wheat .. ..	"	151.77	2 3 2
3.	Jawar .. ..	"	707.34	6 11 9
4.	Tuar Dal .. ..	"	80.47	1 3 2
5.	Mung Dal .. ..	"	20.77	0 4 11
6.	Gram Dal .. ..	"	25.87	0 4 11
7.	Masur Dal .. ..	"	4.59	0 1 3
7.	(a) Groundnut kernel .. ..	"	65.82	1 0 0
				(provisional)
8.	Onions .. ..	"	95.67	0 9 9
9.	Vegetables .. ..	"	263.28	2 14 8
10.	Gingelly Oil .. ..	"	48.48	2 3 0
11.	Groundnut Oil .. ..	"	16.74	0 10 0
12.	Sugar .. ..	"	32.91	0 13 6
13.	Gur .. ..	"	49.36	0 8 4
14.	Salt .. ..	"	63.60	0 3 0
15.	Chillies Dry .. ..	"	31.95	1 12 9
16.	Tamarind .. ..	"	36.09	0 6 9
17.	Copra .. ..	"	0.90	0 0 6
18.	Coriander .. ..	"	2.34	0 1 0
19.	Turmaric .. ..	"	5.31	0 4 3
20.	Garlic .. ..	"	5.73	0 2 3
21.	Ginger .. ..	"	5.07	0 2 0
22.	Cumin .. ..	"	0.36	0 0 3
23.	Bojwar .. ..	"	0.42	0 0 3
24.	Masala .. ..	"	0.51	0 4 3
25.	Til .. ..	"	1.50	0 0 9
26.	Khaskhas .. ..	"	0.99	0 1 0
27.	Ghee .. ..	"	4.08	0 5 6
28.	Curd .. ..	"	2.43	0 0 6
29.	Milk .. ..	"	360.00	7 8 0
30.	Fish Dry .. ..	"	6.00	0 8 2
31.	Mutton .. ..	"	49.36	2 8 10
32.	Beef .. ..	"	15.45	0 4 9
33.	Fruits .. ..	Num- bers	16.00	0 8 0
34.	Tea .. ..	Oz.	8.00	1 6 2
Total ..			50	7 7

\*Expenditure according to average retail prices during August 1955 to July 1956.

## CHAPTER VI

FINANCIAL POSITION OF THE INDUSTRIES  
AND THEIR ABILITY TO PAY

113. Our terms of reference call upon us to fix wages and allowances for various categories of workers employed in the industries covered by the Wage Boards, having regard to the "ability of these industries to pay" and certain other factors. In order to determine the 'ability of industries to pay', we have, naturally, to examine the balance sheets of the units of these industries, which have been made available to us. Unlike most of the Wage Boards, we have been in an advantageous position in that, Government made available to us the services of a qualified Chartered Accountant to examine the balance sheets. This chapter is principally based on the examination he has made of the balance sheets, supplemented by such additional information as we have collected from the units in writing, as also during our oral examination of the witnesses representing these units. We propose also giving in this chapter, wherever available, the findings of the Wage Boards on the 'ability of the industry to pay.'

114. The expression 'ability to pay', though frequently used in wage discussions, seems to mean all things to all men. So far as we are able to gather, there is no unanimity of opinion as regards the interpretation of this expression. The Bombay Textile Labour Enquiry Committee, as also the Fair Wages Committee, has discussed this expression at great length and the latter came to the conclusion that the precise interpretation of the expression must be left to individual Wage Boards. We do not want to summarise here, the discussions on the subject contained in the reports referred to, but may briefly indicate the various problems needing consideration, which arise out of the interpretation of this expression.

115. In regard to the industries in the public sector, we may quote here the observations contained in the Second Five-Year Plan. "In view of the fact that the public sector will grow in future, the manner of administration of industrial relations in public enterprises is of great importance for the success of the undertaking and for the fulfilment of the aspirations of labour. Any attempt, therefore, on the part of a public employer to avoid the responsibility of an employer on the ground that he is not working for profit has to be

discouraged. Managements of public undertakings should not normally seek exemptions from labour laws or ask for other concessions not available to the private sector.” (1)

116. According to the Encyclopaedia of the Social Sciences “the fixing of a wage, that industry could bear, was soon seen to involve, in the case of individual industries, an arbitrary choice as to the exact size of the industry, which it was desired to maintain. The extension of the concept to industry in general has raised but not settled the problems of selecting the rate of wages appropriate to any particular level of productivity and discovering measures of ‘ability to pay.’” (2)

117. The problems, which arise out of the interpretation of the expression, are briefly as follows: (a) Does the expression mean, ability of the industry in the whole country or in a particular centre; (b) if the latter, does it mean the ability to pay of the marginal unit, the sub-marginal unit, the average unit, the representative unit or the very best unit? The Bombay Textile Labour Enquiry Committee came to the conclusion that the ability to pay to be taken into consideration must be on the basis of the region concerned as it was difficult to pick out either the average unit or the representative unit. However, even this approach may fail where, in a centre there are only 2 or 3 units of the same industry and they vary greatly both in their financial and managerial structure and stature. The New Zealand and Australian Courts have generally followed the principle of considering wage-paying capacity in terms of industry as a whole and have shown little inclination to give special concessions to depressed industries. According to the International Labour Organisation publication on minimum wage, “in view of the absence of clear means of measuring the general wage-paying capacity of total industry, the actual wage upon which well situated labourers were at the time maintaining the average family unit could justifiably, the Australian Court considered, be taken as the criterion of what industry could probably pay to all labourers.” (1) The Bombay Textile Labour Enquiry Committee came to the conclusion that the standard of living of the workers and the condition of the industry will always remain the guiding consideration but that it is not possible to define for this purpose in a precise manner either of these concepts or to indicate the weight that should be attached to each.

(1) Second Five-Year Plan, 1957, Government of India, page 577.

(2) Encyclopaedia of the Social Sciences—Vol. V., page 494, 1953 Edition.

(1) Minimum wage—I.L.O. pp. 41-42.

118. An examination of important Awards of Industrial Courts, Tribunals, etc, in Bombay, Madras and Bengal, shows that, while deciding upon the minimum wage, these Tribunals have examined the profit making capacity of the industries concerned only with a view to determining whether the industry could pay the minimum wage fixed. They have not gone into the question of what constitutes the 'capacity of the industry to pay.'

119. The Study group on Wages of the Planning Commission has issued a paper on the paying capacity of industry and the criteria for determination of marginal units. The group has found on an examination of the textile industry that "the broad conclusion that emerges is that generally, a unit is marginal in the sense of making low profits, primarily because of bad management, unbalanced equipment and uneconomic size of the unit are subsidiary factors". They further found as follows: "It appears, therefore, that the primary factor result in uneconomic working of a mill is inefficient and dishonest management, which in turn leads to unsatisfactory state of finances as well as neglect of plant and machinery..... Unsatisfactory financial position generally results from large borrowed capital at high rate of interest which leads to high incidence of overheads; lack of working capital; absence of provision for depreciation, etc".

120. A peculiar feature of industrial finance in the residuary State of Hyderabad is that a large amount of share capital in the industries belongs to Government. There are certain historical reasons for this. As is well known, prior to the integration of what were then known as Indian States with the Dominion of India, the Rulers of these States very often invested the State Funds in private industries either for finding employment for their citizens or for improving the economic conditions of the State generally. Hyderabad was no exception to this. In fact, the Nizam's Government had instituted a fund known as the 'Industrial Trust Fund'. With a view to ensuring the industrial progress of the State, atleast insofar as it depended on financial support, a reserve fund was constituted in 1928-29. At various stages, Government contributed amounts to this reserve and brought the total contribution to Rs. one crore. <sup>(1)</sup> "The reserve was managed by the Industrial Trust Fund and further accretions

(1) A Review of Hyderabad Finances 1951, Government of Hyderabad issued by the Economic Adviser, page 262.

occurred as a result of the interest and other earnings on account of advances made by the fund. The corpus was utilised for giving help in the shape of capital to large industries and the interest obtained was spent in advances to smaller industries". From the point of view of industrial organisation, another feature in this State is that although a considerable portion of the invested capital belongs to the Industrial Trust Fund or to the Government, the management of several concerns is not in the hands of Government Corporations, as is the case in many of the Central Government enterprises established in recent years, but in the hands of private capitalists such as, Birla Bros, in 'Sirpur-Kagaznagar'; Hyderabad Construction Company in the Nizam Sugar Factory', etc.

121. We are aware that it has now become a generally accepted principle that while dealing with the financial ability of the industry to pay, a region-cum-industry basis should be taken into consideration. In the case of the industries with which we are concerned, however, it seems to us that with the exception of two of the bigger units of the cotton textile industry, such an approach is not possible firstly because the industrial units are dispersed and secondly, because, even in the same city or town in which there is more than one unit of the same industry, there is such a marked difference in their size and their financial stature that to proceed on the basis of the average of the financial position of such units may give a distorted picture and may prove entirely misleading. Therefore, we feel that the financial position of each of the units must be looked into along with the future prospects of the industry to which they belong. Several of the units of the industries with which we have to deal are public utility services or monopolistic industries, such as, distilleries, which are owned and managed by Government. These, for reasons which we shall state in the appropriate paragraphs, would require a different treatment from the industrial units in the private sector, owned and managed by private entrepreneurs. We now proceed to discuss the financial position of the units in different industries.

122. *Public Utility Services.*—We are presenting below the annual accounts of Income and Expenditure as furnished to us by the City Electricity Department for the last three years. The Executive Engineer, Drainage Works has informed us that they do not maintain income and expenditure figures as theirs is not a commercial concern. The Income and Expenditure statement of the Hyderabad Water Works

for the years 1953-54, 1954-55 and 1955-56 is given in Statement 'C' (see page 103).

*Statement of Revenue Receipts, Expenditure and profits from 1953-1954 to 1955 of the City Circle, Andhra Pradesh Electricity Depot.*

	1953-1954 (Half year)			1954-1955			1955-1956		
<i>Receipts</i>									
	Rs.	as.	p.	Rs.	as.	p.	Rs.	as.	p.
Sale of current	.. 34,98,417-	4-	2	74,85,227-	5-	10	68,83,135-	10-	3
Other receipts	.. 67,059,11-	10-	0	1,91,645-	11-	6	2,01,851-	7-	5
Total	.. 35,65,477-	0-	0	76,76,873-	1-	4	70,84,987-	1-	8
<i>Expenditure</i>									
Generation	.. 14,19,028-	15-	10	31,56,711-	7-	10	31,83,441-	3-	2
Distribution	.. 3,91,371-	2-	2	7,57,674-	10-	5	7,11,098-	4-	6
Management	.. 3,32,138-	0-	9	6,85,006-	12-	4	7,39,741-	3-	3
Special charges	.. 83,757-	0-	4	1,57,288-	11-	11	1,83,581-	0-	0
Depreciation	.. 4,49,455-	14-	11	9,17,719-	8-	7	9,46,707-	5-	0
Interest on capital, P.F. contribution, etc.	3,50,922-	12-	3	8,79,891-	15-	11	8,75,549-	12-	7
Govt. share profit	} 5,38,803-	1-	9	11,22,579-	15-	4	4,44,868-	5-	2
Dept share profit									
Total	.. 35,65,477-	0-	0	76,76,873-	1-	4	70,84,987-	1-	8

123. We may point out here that the Andhra Pradesh Electricity Department Hyderabad City Circle has shown a profit on its working to the tune of Rs. 5,38,803; Rs. 11,22,580 and Rs. 4,44,868 for the years 1953-54, 1954-55 and 1955-56 respectively. Though it is treated as a public utility service department by Government, the results are those of a commercial utility service. It may be mentioned here that, out of the total salaries and wages disbursed for the year 1955-56 which amount to Rs. 25,70,440-5-6 only Rs. 2,14,904 goes under 'Muster Roll'. The balance is disbursed between officers, clerical and executive staff.

124. We understand from the representatives of the City Circle that recently they have revised the schedule of their rates on the suggestion of the Government of India.



We have examined this schedule and are surprised to find that those consuming more than 50 K.W.H. per month are being charged proportionately less than those consuming 30 K.W.H. and 20 K.W.H. units per month. If this schedule has resulted in increasing returning, one could understand its adoption. However, we are informed that, as a result of the introduction of the new schedule, the income of the Department has gone down from Rs. 76, 76,873 to Rs. 70,84,987. This seems to us a most regressive form of taxation, because it only means making the rich richer at the cost of the workers. We have been informed by a senior Government official that, as compared to the present, in former days the cost to him of the electricity consumed used to be twice as much, and that the introduction of new schedule has given great relief to him. This proves positively that the new schedule is benefiting the higher strata of society.

125. The Hyderabad Water Works income and expenditure statements reveal that the actual income for the year 1955-56 was sufficient to meet the actual recurring expenditure. We are also told that, as from 1-4-1955 onwards, pensionary rights and provident fund benefits are being extended to the Water Works maintenance staff. We understand that, as most of the Water Works in other States are either under the Municipalities or other Local Bodies, the workers there do not enjoy the above benefits.

126. We may state that while considering the ability of public utilities to pay, a mere examination of their annual accounts is not enough, because the public utility services are sponsored by Government for purposes other than making them self-supporting or profitable. For instance, Government may decide to instal an electricity plant from the point of view of beautifying the capital city or for making available electric power to industries in order to improve the economic position of the State concerned. Possibly also, they may undertake to run such a public utility for the convenience of the better-placed sections of the community. Thus, for instance, we find that in Hyderabad City, including Secunderabad, although the estimated population in 1956 was 13,57,152, the number of private consumers was only 25,754. Thus, it is clear that, by far and large, the Electricity Department is subserving the needs of the better-to-do classes, apparently because of the inability of the poorer classes to spend even the minimum of Rs. 4 per month. Similarly, Water Works and Drainage may have a public health angle. The object of

starting Drainage Works may be to improve the health of the city and provide amenities of modern sanitation to the better-to-do classes of the population. Water Works, too, may have a public health angle in order to ensure that, unless the citizen is provided with clean and processed water, the health of the population may suffer. Thus, it is possible that, even when Government are losing on public utilities, they may make up for it by a savings in the public health budget, which saving cannot naturally be determined in terms of rupees, annas and pies. We are thus satisfied that although ability to pay may be a relevant consideration while determining wages, etc., of industries in the private sector, the same criterion cannot be applied to public utilities such as those referred to above. In this view, we are supported by an eminent Indian Economist as also by an Economist of the International Labour Office, to whom a reference was made. The reply from the latter is as follows :

“So far as I am aware, the capacity to pay is more often laid down as a criterion to be borne in mind in fixing minimum wages in the private sector than in the public sector of the economy”.

127. The lowest monthly emoluments of the workers in these public utility services come to Rs. 48-0-6, consisting of I.G. Rs. 24-0-6 as basic wage and I.G. Rs. 19-12-0 as dearness allowance (including interim relief) and I.G. Rs. 4-4-0 house rent allowance. This is very much less than the pay packet of I.G. Rs. 65 we have arrived at. However, having regard to the consideration that, in Government Departments, there are certain advantages, which the workers have, as compared to those employed in the private sector, such as greater security of service, more leave, more holidays, etc., and having regard also to the consideration that those engaged in public utility services should be prepared to make sacrifices—although we do feel that workers on the margin have little ability to sacrifice we have come to the conclusion that, in order to avoid general repercussion on the wage scales in Government generally the total remuneration of the workers should amount to I.G. Rs. 60 i.e. I.G. Rs. 5 less than what we have recommended for other concerns.

128. *P.W.D. Workshop*.—This Workshop is being maintained by Government for carrying out repairs to various tools and machines used by the Public Works Department and of Government Projects, manufacture of furniture supplied to

Government offices, etc. In their reply to the Committee, the State Mechanical Engineer has informed them that "Commercial accounts are not maintained by this office being a Government Department". That being so, we are not in a position to examine the financial position of the Workshop, but presumably Government are finding it more economical to run the Workshop than to get their jobs executed by private parties. That being so, we are of the opinion that for purposes of remuneration to the workers the employees of the Workshop should be treated on par with those engaged in public utility services.

129. *Distilleries.*—Government own two distilleries for the manufacture of liquor one in Hyderabad city and another at Kamareddy. From the balance sheets of Government Distilleries, Narayanguda, Hyderabad, we note that the distillery is making profits to the tune of  $4\frac{1}{2}$  to 5 lakhs of rupees every year for the past three years. The accounts submitted to us do not reveal any more information than this. There is also a Power Alcohol Factory at Shakarnagar (Bodhan) attached to the Sugar Factory there. However, since this factory is an adjunct to the sugar mills, the wage scales there are the same as those in the sugar mills and substantially higher than those prevailing in the two Government Distilleries in Hyderabad city and Kamareddy.

130. During our examination of the representatives of the Distilleries, we tried to obtain information regarding the cost of production and the price realised for a bottle of liquor produced. From the information supplied in a subsequent communication, we understand that the cost of production for 30 U.P. per gallon and 60 U.P. per gallon is Rs. 4-9-6 and Rs. 2-10-0 respectively, on which Government collects excise duty of Rs. 12-0-6 and Rs. 6-14-0 respectively and that the shops, which are issued licenses for selling liquor, are auctioned and as a result of these auctions Government obtained a revenue of about Rs. 4,96,868 as on 31st March 1956. This varies from year to year. Actually, therefore, as compared to the cost of Rs. 4-9-6 and Rs. 2-10-0 for 30 U.P. gallon and 60 U.P. gallon the consumer (including the worker if he is a consumer) has to pay Rs. 24 and Rs. 12 respectively. Since for purposes of accounts the money which Government collects as a result of manufacture of liquor goes to other accounts of heads such as excise duty, etc., the examination of the annual accounts of the distilleries cannot be any guide for assessing their ability to pay. It is obvious that the manufacture

of liquor being a Government monopoly and liquor being an article of luxury, the workers in such industries can reasonably expect to be paid at least the minimum wage, if not a fair wage or a wage that gives them a living wage standard. Although, therefore, as a result of our recommendations the wage bill of these distilleries may go up, we have no hesitation whatever in recommending that in the case of distilleries Government should implement our recommendations and give to the least skilled worker a pay packet of I.G. Rs. 65 per month. We are recommending the payment of I.G. Rs. 5 per month more in the case of distilleries than in the case of public utilities, because we feel that for the reasons we have already given, the workers in distilleries must get a better wage than those employed in public utilities.

131. *Sugar*.—There is a sugar factory at Bodhan with an annual production capacity of 3,200 tons of cane crushing per day. An analysis of the basic facts contained in the balance sheets of this factory is given in statement 'D' (see pages 94 and 95).

132. The authorised capital is Rs. 2 crores, of which shares (ordinary, cumulative, preference and bonus) numbering 5,85,600 of Rs. 25 each amounting in all to Rs. 1,46,40,000 were issued. Out of 5,85,600 shares, bonus shares account for 1,65,600 of Rs. 25 each amounting to Rs. 41,40,000. All the issued capital is subscribed, called and paid up also, excepting for Rs. 18,803 under calls in arrears. The share capital collected in cash, accounts for 15.2% of the total liability, while the bonus shares issued in lieu of cash dividends account for 60 per cent of the total liability.

133. The reserve created by the company (excluding bonuses) amount to a figure which accounts for 33.4% of the total liability of the company. Thus, outside creditors for loans and supplies rank with 45.4% of the total liabilities, while share-holders had a claim of 54.6% of the total investment on 30-6-1955. Among the various reserves, special depreciation reserve alone accounts for 20.2% of the above given 33.4%.

134. In the 'Schedule of Block Assistant Account as on 30-6-1955' we note with satisfaction that out of the fixed assets total of Rs. 2,58,09,577, Rs. 28,75,782 was invested in labour colony and amenities to workers. From the same schedule, we also note that amenities like hospital, schools, child welfare centres, etc., are also provided for the workers and their families.

135. In the factory section of the sugar mill, salaries, wages and other benefits to labourers amount to Rs. 35,84,525 which means only 9.3% of the total cost of production. After providing for due depreciation, the net profits on manufacturing operations amount to Rs. 27,86,621, which works to 9% on total value of sales for the year 1955. During the previous three years, *i.e.*, 1953, 1954 and 1955, ordinary shares received a dividend of 16%, 18%, 18% respectively.

136. The total out-put figures for the three years 1953, 1954 and 1955 are 4,14,703, 3,82,278 and 4,46,186 bags respectively.

137. Thus, with every year of working the company is bringing in more and more business and the profits of this company and its financial position are most satisfactory. We are informed that 72% of the capital invested in this concern belongs to Government although the Managing Agency is with the firm called 'The Hyderabad Construction Company'. This unit has, in recent years, expanded greatly and has an excellent and well paid technical staff. The factory has been on a very high plane of prosperity. This factory has also the advantage of having a farm extending over 14 thousand acres of land, where it grows cane which satisfies about 33½% of the requirements of the concern. It is a very large sized unit employing 4,243 persons in the factory and 1,639 on the farm. Unlike many other sugar factories in the country, the unique feature of this concern is that it works for more than 6 or 7 months in the year and that, when it is not working, a large proportion of the workers are kept in service on their scheduled pay and not annually given a discharge as is generally the case in other sugar factories. As in most other concerns in Hyderabad State, with the changeover from the O.S. to I.G. this concern too started paying wages equivalent to the wages, which were formerly, paid in O.S. currency and not equal to those wages. On the other hand, we are credibly informed that the share capital has been converted into I.G. currency without calling upon the share-holders to make good the difference.

138. The Wage Board, which examined the financial position of this industry, has also found its position very satisfactory.

139. Apart from the fact that, judging from the balance-sheets, this unit is extremely prosperous, from such enquiries as we have been able to make about the prospects of the sugar

industry generally in the country, it seems that at least in the near and in immediate future, the industry generally will not look back but must look ahead. Most well managed sugar concerns in the country, including some co-operative concerns, are showing large profits and it would appear from recent press reports that the industry is also likely to develop shortly a substantial export market.

140. Taking into consideration the various factors enumerated above, we have not the slightest hesitation in recommending immediately the implementation of our recommendations regarding the minimum pay packet of I.G. Rs. 65 in the case of this factory and the adoption of the scales of pay, which we have suggested. We may state here that in our judgment it is better for the factory to pay a minimum fair wage to its operatives rather than go on paying large profit bonuses.

141. *Sirsilk Ltd.*—This factory manufactures good quality of artificial silk through acitone process. We are informed that this is the only factory of its kind in the whole of India, because the other rayon factories in the country, such as those at Kalyan and Travancore, are run on the viscose process. The concern has modern machinery. Both its spinning and weaving departments are fully air conditioned because of the valuable quality of the raw material and the finished product and it is in the interest of the concern that there should be no wastage of yarn, etc. The raw material used is cotton linters, 40% of which are obtained locally either in the State of Hyderabad or from other centres of India while 60% are imported from America and Pakistan. Some of the products of the factory, which we have seen, are really high class and can compare well with the very best available from foreign countries. The acitone process requires use of power alcohol, which the factory is getting from the Government Power Alcohol Factory at Shakarnagar. Data, showing the financial results of this Company for the last two years are given in Statement 'E' (see pages 96 and 97).

142. Originally the Company was floated with an authorised capital of O.S. Rs. 5 crores. But, may be due to a change in policy of the management, the same was increased to 15 crores of O.S. rupees during 1954. However, the issued capital is only O.S. Rs. 4,33,33,300, i.e., less than the original authorised capital. Out of this issued capital, shares amounting to O.S. Rs. 3,89,79,300 were subscribed for and only O.S. Rs. 3,42,83,250 was called and paid up.

143. Looking at the analytical and comparative table (see statement E) we note that during 1955 there was a gross profit of 14.2% and this is a good return for the early stages of a concern of this type. Raw materials, 'wages and salaries' and interest on loans account for 49.5%, 29.5% and 16.6% respectively of the total cost of production.

144. However, we observe that the financial composition of the company is not balanced and by improving the paid up capital and reducing the loans and interest the company could become financially sounder.

145. An examination of the wage data supplied to us seems to suggest that the workers in the higher categories of skill are not being paid too low a wage and, in fact, the wage appears by all standards to be good. However, the least skilled worker is receiving a pay packet of only I.G. Rs. 52-4-0 per month consisting of a basic wage of I.G. Rs. 30 and dearness allowance of I.G. Rs. 22-4-0. From the evidence we collected at Sirpur-Kagaznagar, we are informed that, although it is a small town, the cost of living there is not appreciably lower than in Hyderabad city, and this is evident from the statement of prices of certain articles of daily consumption at Sirpur-Kagaznagar and Hyderabad city, which is given in Appendix XVI.

146. During our examination of the management on the question of financial ability to pay better wages they pleaded that their financial position was deplorable and that the concern had no ability to pay additional wages or to construct more houses for the workers. At least, according to the prevailing standards in the country, artificial silk such as produced at Sirpur-Kagaznagar is an article of semi-luxury and we cannot see why, if the factory is making no profits, it continues to exist. Moreover, in these days of shortage of foreign exchange, it appears that for certain proportion of raw material used by the factory, Government foreign exchange resources are being drawn upon. Since this factory has got up-to-date machinery and skilled technical direction, its future prospects cannot be but good. It seems to us that the future of this concern will depend on the establishment of better relationship with the workers and the construction of houses for them. We give in Appendix XVII the wage rates prevailing in the rayon factory at Kalyan. Although the process of manufacture there is different, the comparative figures would give an indication of the wage that prevails in rayon factories.

We were glad to note that during their evidence the management stated that, although they felt that some of their workers were inclined to be misled by their leaders and to adopt go-slow tactics, etc., by far and large, the workers were efficient while we do not propose to make recommendations regarding the wage structure of the higher categories of workers, we do recommend strongly that this factory should be called upon to give the minimum pay packet we have suggested to its least skilled workers.

147. *Allwyn Metal Works.*—The Allwyn Metal Works is another of those factories in Hyderabad city in which Government have large financial interests. At present a great deal of its energy is being concentrated on the building of bodies for buses of road transport companies, such as B.E.S.T. in Bombay and Delhi Transport Services, etc. Curiously enough, the bodies of the buses of the Andhra Pradesh Transport are being built by a company in Madras. The work done in this factory is of a very specialised character. Fortunately, the relations of the employers and the workers' union appear to be far more cordial than those at Sirpur-Kagaznagar. The present wage structure is largely based on an agreement. An outstanding position of this factory is that this is the only unit in the whole of the residuary State of Hyderabad which, after demonetisation, continued to pay the same in I.G. currency as they did in O.S. currency and not the equivalent thereof. An analysis of the financial feature of this company for the years 1953, 1954 and 1955 is given in Statement 'F' (see pages 98 and 99). At present Birla Bros. (Private) Ltd., are appointed as constituted attorneys to the Managing Agents, viz., Messrs. Alladin and Company.

148. The authorised capital of the company is Rs. 85,71,429, divided into 2,00,000 shares of O.S. Rs. 50 each. Out of this, the management have issued 1,30,000 shares only, of which 1,29,506 shares have been subscribed for, thus bringing the subscribed capital to Rs. 55,50,257.

149. Judging from the balance sheets, the present financial position of this company does not appear to be too good, although there is scope for its improvement by reconstituting the capital structure.

150. Looking into the manufacturing side of the unit, we find from the Directors' report that the production and sales are progressively increasing. During 1953, which year recorded the lowest market prices for the goods produced,



the closing stocks were valued at market prices and this resulted in a gross loss of Rs. 7,96,777. This year recorded the highest net loss, namely, Rs. 24,93,649. Out of this, 'bad debts' amounted to Rs. 1,08,446, Income-tax pertaining to previous years accounted for Rs. 1,03,818 and penalties for late supply of contracted goods amounted to Rs. 3,05,489. But the production during latter years, namely, 1954 and 1955 resulted in a gross profit to the tune of Rs. 10,06,778 and Rs. 7,58,329 respectively, which work out to 22.6% and 19.0% over the total cost of production for the year. Generally, out of the total value of production costs, raw material accounted for 50%, wages for 22 to 26 per cent and other production expenses for 4.5%. Taking wages and other benefits to labourers, we note that labour takes a share of 26.2 to 28.8 per cent of the total value of production. Interest paid is more conspicuous with 7.2%. Office overheads with 13% of the cost of production in 1955, consist of Rs. 2,39,452, Rs. 57,015 and Rs. 30,320 towards establishment, advertisement and general expenses respectively. There appears scope for economy under these heads.

151. We conclude that this unit is showing a progressive trend but, is burdended with excessive interest and establishment charges and other office overheads and hence it is unable to earn profits. By raising more capital and simultaneously reducing loans and by stepping up production and economising on the internal management expenses the unit can show better results particularly because there are few other concerns of the type in this country.

152. This concern is engaged as is obvious, in specialised type of work and so far as its furniture is concerned, it has a special position in the markets in many parts of the country. It appears that this factory has plans for installing a refrigeration plant for the manufacture of refrigerators. During our examination of the representatives of this unit, we were informed that the financial position of the concern was not very sound, largely due to the legacy of the past. We do not think it necessary to go into the past of this concern, but considering that it is engaged on specialised types of products for which there is a steady demand in the country and that the workers appear to be doing their jobs efficiently, a unit like this ought to pay a minimum wage we have arrived at. We, therefore, recommend that this factory should pay to its least skilled workers a total wage of I.G. Rs. 65 consisting of I.G. Rs. 26 basic wage and I.G. Rs. 39 dearness allowance.

153. *Praga Tools Corporation.*—This factory was established in the year 1945 and at present its management is in the hands of the 'Industrial Trust Fund'. Its manufacture involves a high degree of skill on the part of the operatives. In view of the development plans of the country there is a steady demand for the firm's products and, in fact, generally from the recent press reports, it appears that both the Central and State Governments have plans for its expansion.

154. The authorised capital of the company is one crore of rupees, while the amount of called up and paid up capital is Rs. 69,80,975. The Industrial Trust Fund have advanced loans to the extent of Rs. 18,44,716, while they have guaranteed a cash credit account with the Hyderabad State Bank to the tune of Rs. 34,34,824. For many years, past the company's working is resulting in losses and the total accumulated loss as on 31-12-1955 is Rs. 14,82,681 and this too is subject to adequate provision for depreciation on assets.

155. We are strongly of the opinion that the workers of the factory of this kind engaged in the manufacture of precision tools, on machinery, which requires attention and care, should not be deprived of the minimum pay packet we have arrived at and strongly recommend that this should immediately be implemented.

156. *Smaller Engineering Concerns.*—In regard to the smaller engineering concerns those employing more than 20 persons should be asked to grant immediately an increase in their present emoluments by I.G. Rs. 10 per month to all their employees both men and women and attain the pay packet of I.G. Rs. 65 within a period of three years.

157. The smaller engineering concerns which are petty workshops may not be able to bear the additional burden of the cost involved in our recommendations nor would it be possible to enforce either our or Government's recommendations without statutory sanction. We would, therefore, suggest that engineering workshops employing 20 or less persons should be included in the schedule attached to the Minimum Wage Act.

158. *Cigarette.*—Three units of the cigarette industry are located in the city of Hyderabad. They vary greatly in size, the largest, namely, the Vazir Sultan Tobacco Company employing 2,057 persons on an average and the other two,

The Deccan Cigarette Factory and the Hind Tobacco Company employing 146 and 99 persons respectively. We give any analysis of the financial results of the Vazir Sultan Tobacco Company during the last three years in statement 'C' (see page 107).

159. The authorised capital of Vazir Sultan Tobacco Company is Rs. 1½ crores. The issued, subscribed and paid up capital is Rs. 1 crore. During 1954, the O.S. share capital was converted into I.G. and for this purpose the company's reserves to the tune of Rs. 14,28,271 were utilised. Thus, while the capital is one crore of rupees as on 30-9-1955, reserves amounted to about rupees half crore. We note that the share holders have got a major control in the financial interest of this concern. Except for a small overdraft and demand loan from a bank to the tune of Rs. 7,68,931 the company does not have any other borrowings. Thus, the capital formation and financial soundness are exemplary.

160. Barring an intangible asset under the head 'good will' to the tune of Rs. 5,79,429, the rest of the asset side is fully represented by available assets.

161. The company's final statement gives straight away, the profit and loss account without giving the manufacturing and trading accounts. Without knowing the details of the cost of goods sold, we are not able to comment on the cost, ratios of charges such as wages, etc. Presumably the company is not publishing the manufacturing details as a matter of policy.

162. Going through the Directors' report, we note that the company is declaring regularly a dividend and for the past three years, it was Rs. 8-2-0 per cent, 10 per cent, and 10 per cent respectively. From the same reports, we also note that the relationship of the management with the workmen employed by the company has been cordial throughout.

163. Ordinarily in recommending wages and dearness allowance one would have taken the position of the industry as a whole in the region instead of considering the financial position of each unit. However, in both size and resources, the concerns in Hyderabad vary so greatly that the picture emanating from the average of these three units may give a very distorted idea of the actual paying capacity of each of these units. One of these concerns, viz., the Deccan

Cigarette Factory, we understand, was, until recently making good profits, but it has now, for various reasons, fallen on evil days since demand for its products has fallen. The other, viz., the Hind Tobacco Company was started only in the year 1953 and although it has very modern machinery and good technical direction, it is just finding its feet and is not able to show profits.

164. The variation in the total remuneration of the least skilled worker as between these three factories is as follows :

*Total emoluments of the least skilled workers*

1. Vazir Sultan Tobacco Company.	I.G. Rs. 83-14-0 per month	} In February 1957
2. Deccan Cigarette Company.	I.G. Rs. 44-8-0 per month	
3. Hind Tobacco Company.	I.G. Rs. 26-0-0 per month	

There is no doubt that the Vazir Sultan Tobacco Company is extremely prosperous and at the same time believes in giving a fair deal to its workers. As a matter of fact, the total remuneration of the least skilled worker during the month of February 1957 was higher than the figure we have arrived at for the cost of a worker's family budget of three consumption units containing a balanced diet. It has been represented to us, however, that although the Vazir Sultan Tobacco Company may be paying a much better wage than other cigarette factories in Hyderabad and for that matter than many other concerns in Hyderabad State, despite its prosperity, it is not paying anything like a fair wage and its wage level continues to be lower than that of factories belonging to the Imperial Tobacco Company in Bangalore, Calcutta, etc. This seems to be correct as can be seen from the comparative wage rate shown in Appendix X. Incidentally, the Vazir Sultan Tobacco Company has the advantage of having its workers well united under a trade union run on sound principles and with capable and reasonable leadership.

165. In regard to the smaller cigarette concerns in Hyderabad city, it seems to us that the closure of one may only be a matter of time, while the other one may thrive in subsequent years. In the case of both these, we cannot immediately recommend the adoption of the pay packet we have

suggested because that may result in their immediate closure. We, therefore, recommend that they may be treated as sub-marginal units and asked to pay immediately a lump sum addition of I.G.Rs. 10 per month to their workers and be asked to bring their wage level to our suggested minimum pay packet in the course of the next three years.

166. *Cotton Textiles and Textile Products*.—There are in the residuary State of Hyderabad 9 units of the industry employing on an average 7,391 persons as at February 1957. Of these, we have visited two of the bigger units—one at Hyderabad, viz., the D.B.R. Mills and the other at Warangal, viz., the Azam Jahi Mills, Ltd. We also visited two of the smaller concerns in Hyderabad city, viz., the Hyderabad Silk Mills and the Fine Hosieries, which employ only 31 and 36 workers respectively. The Hyderabad Silk Mills can hardly be called a textile factory since it is more in the nature of a domestic industry although it is having machinery run by power. We give an analysis of the financial results based on the balance sheets supplied to us by two of the bigger units for the three years, viz., 1953, 1954 and 1955 for the Azam Jahi Mills, Warangal and 1954, 1955 and 1956 for the D.B.R. Mills in Statements 'H' and 'J' respectively (see pages 101 to 103 and 106 and 107).

167. The Azam Jahi Mills has a paid up capital of I.G. Rs. 61,71,428 as on the latest balance sheet, dated 30-9-1955. which is also the authorised capital of the company divided into 72,000 ordinary shares. We can see from the balance sheets that 54,000 shares amounting to I.G. Rs. 46,28,571 were issued as Bonus shares, meaning thereby that the company, instead of declaring higher dividends and distributing profits in cash, has converted the profit into capital by the issue of the bonus shares.

168. Out of the total assets of Rs. 2,50,88,241 shown in the 1955 balance sheet, as much as Rs. 1,01,50,735 is accounted for by share capital and reserves which entirely belongs to the share holders for which share of interest they have paid in cash only Rs. 15,42,857. As all the liabilities are tangibly represented by available assets we can say that by contributing only 6.1% of the assets, the share holders are now commanding 40.4% of the total assets. The financial figures classified under broad heads in Statement 'H' will give a comparative idea of how the company is progressing and how the share-holders have come to a position of controlling the

major financial interest of the company not by contributing share capital but by earning more and more profits and creating reserves and converting them into bonus shares.

169. From the financial figures we also see that the company is steadily making good profits and the gross profit, which is also the manufacturing profit, is ranging between Rs. 15½ lakhs to 21 lakhs or 8 to 12 per cent of the gross value of manufactured goods during the three years under consideration. A break-up of the gross value of manufactured goods reveals that 55 to 64 per cent is accounted for by the cost of raw materials, 23 to 25 per cent by wages, 1 to 5 per cent on machinery and 2 to 3 per cent by coal and fuel.

170. The mill also provides certain benefits to labourers such as, a dispensary, creche, housing and other welfare activities. These benefits to labourers account for nearly 2 to 3 per cent of the value of gross production. Thus, the total emoluments received by labour account for nearly 25 to 28 per cent of the cost of production.

171. In the schedule of fixed capital expenditure for the year 1955, we see that the management have invested Rs. 32,04,653 in workers' quarters and this works out to nearly 17% of the fixed assets of the mills. This considerable investment is also to the workers' benefit.

172. Selling Agents' commission is ranging between 1½ lakhs to 2 lakhs and this nearly works out to 1% of the sales.

173. Barring the year 1954, during which price controls were lifted by Government, in all other years the working of the mill resulted in net profit and the share-holders have been getting regular dividends ranging between Rs. 5-2-0 to Rs. 3-8-0 per share of Rs. 100 each.

174. The commission taken by the secretaries, treasurers and agents has come down very considerably and during 1955 it amounted to only Rs. 25,714. But the highest they have drawn during 1953 was Rs. 1,47,122. Other payments to Directors are nominal.

175. From the schedules of fixed capital expenditure referred to above, it can also be noted that the management is making additions to its fixed assets. The additions during the five years under reference put together amount to

Rs. 66,84,622. But the liability to outsiders between 1951 and 1955 increased only by Rs. 53,62,905. So, we can conclude that the concern was able to spare Rs. 13½ lakhs for capital investment after duly declaring dividends to share-holders and making due provision for depreciation and taxation. This is a definite sign of progress and the company is on the onward march.

176. The capital of the Dewan Bahadur Ramgopal Mills is Rs. 18,00,000 divided into 18,000 shares of Rs. 100 each. The reserves and surplus profits also amount to the same figures as the capital. From the analytical details, we note that nearly 1/3rd of the total assets of the company are acquired out of capital and profits earned.

177. The production figures are progressing every year and except for the year 1954, which year was a time of struggle for several textile mills in the country, the company was making near about 10 lakhs as gross profits, (1955 and 1956) which works out to nearly 11% of the total value of production and this compares well with the results of other mills in the country.

178. From the analytical manufacturing details, we note that raw materials account for 59 to 71 per cent, wages and salaries to 21 to 24 per cent, machinery to only 0.1 to 4 per cent, depreciation on machinery and other fixed assets was, however, not provided during 1954 and 1955. Taking into consideration the other benefits to labour which include provident fund, state insurance, dispensary, general welfare, etc., the total emoluments received by labour and staff work out to nearly 23 to 26 per cent.

179. It may be stated that as on 30th June 1956, the Managing Agents' associates stand indebted to the company to the tune of Rs. 1,19,912. Also, we find in the same balance sheet that an amount of Rs. 1,18,217 is considered doubtful and/or bad. The holding of heavy balances by Managing Agents' associates is not proper, particularly as loans and advances, since the company is borrowing monies for its own investments at high rates of interest.

180. The Wage Board, which reported on this industry have made the following observation on the question of the paying capacity of the industry:—

“While we agree that charges on the industry have increased of late, we have to point out that if it is found

out that the labour in the textile industry is underpaid, employers, must pay to the labour adequately, for we are satisfied, labour will respond with increasing efficiency and higher production on their part. In short, we have no hesitation in concluding that though 1954 is said to be not a happy year for the industry, the financial position of the five big composite mills is, on the whole, sound and satisfactory. It must be added, however, that Mr. Jilla disagrees with this conclusion. We have taken note of the statement of the Chartered Accountants that adequate depreciation could not be provided last year. We have also noted that huge sums have been recently transferred from the general to capital fund. Additional financial burdens that Shri Jilla pointed out are not new, excepting the excise duty in the recent taxation proposals of the Union Government, but this burden should eventually fall on the consumers and cannot be reckoned as production expenses. A glance at the balance sheets of the major units for the year 1953 shows that a sum of Rs. 9,55,916 was disbursed by way of dividends to the share holders."

181. The Millowners' Association in their representation to us have given a gloomy picture of the present financial position of the industry as also of its future prospects. During our examination of the representatives of the Association, however, it appeared that the picture they had presented in their representation was far from accurate.

182. The minimum remuneration of the workers in these units is as follows:

Azam Jahi Mills: I.G. Rs. 61-0-0 (December 1956)

D.B.R. Mills : I.G. Rs. 53-2-9

The Azam Jahi Mills also supplies certain perquisites and the cost of which amounts to a substantial figure. Both the units are well equipped with modern machinery although the same cannot be said to the technical direction or the managerial efficiency. For some inexplicable reason, it appears that the D.B.R. Mills are not able to show better trading results although the mill, like the mill at Warangal, has a good export market. It is a matter of bewilderment to us how two units of the industry which are both economic units and fairly well established, should show such differences in financial results and also pay such differential rates of wages to the workers engaged in the same operations. Both the units have



almost the same source of raw materials and are working under the same climatic conditions, are competing in the same markets and have to deal with labour coming from the same class of workers, etc. They, thus, have the same advantages and disadvantages, if any, in the working of their units. Moreover, both the units have been able to work two sides of the frame in the Frame Department and four looms in the weaving shed. The one at Hyderabad has also a dyeing, bleaching and printing department while the one at Warangal, has dyeing and bleaching only. With all these advantages and except for the temporary set back to the industry in recent months owing to the imposition of the excise duty and assured future prospects of cotton mills, if at all the mills in Hyderabad city are unable to pay, what should be the minimum remuneration of the workers, it can only be due to the inefficient management for which the workers cannot be blamed. In this connection the remarks of the Study Group of the Planning Commission reproduced at para 119 on page 62 of this Chapter should be seen.

183. In the light of the discussion of the financial position and trading position of two of the bigger units, we have to the conclusion that both these units should pay standard rates of wages both time and piece on the basis of the Sholapur Standardisation Award published in the Industrial Court Reporter October-December 1958, page 566. Where the basic wage is less than I.G. Rs. 26 it should be raised to that level. Both the units should immediately attain the pay packet of I.G. Rs. 65 for the least skilled worker (both men and women).

184. *Smaller Textile Units.*—As regards the smaller textile units we are unable to make any definite recommendation as we are not aware of their financial position. It can be assumed all the same that looking into the wages which they are paying to their workers, there is definite exploitation going on and it is recommended that all these units should immediately grant an increase of I.G. Rs. 10 to all their workers (both men and women) and aim at attaining a pay packet of I.G. Rs. 65 in the course of the next three years. Even if as a result of our recommendation some of them decide to close down no great harm will be done from the point of view of the economy of Andhra Pradesh.

185. *Presses.*—We have received balance sheets from 2 newspaper presses in Hyderabad city, one of which issues an English daily, the other a daily in Urdu. Only two of these

seem to be able to run without a loss although the wage scales, as also the quantum of dearness allowance paid, are much lower than those prevailing in other industries in Hyderabad and even in public utility departments of Government. Newspaper presses in India, particularly those issuing vernacular papers, are notorious for the payment of poor wages to their labour and those in Hyderabad are no exception to this:

186. The English daily under the title *Daily News* is being published by a proprietary concern. The paper is running at a loss and the balance sheet as at 31-12-1955, reveals that the total investment of capital is now standing at Rs. 40,535 on the whole, this is a very small press as is evident from the smallness of investment.

187. The Vir Milap Press is also a proprietary concern with a capital investment of Rs. 45,206 as on 31-3-1956. The job work executed during 1956 was only Rs. 35,355 and the block making department turned out Rs. 7,721 worth of work. This is also a medium type of press and incidentally it may be noted that this press prints a Urdu daily which has a very moderate circulation.

188. The Deccan Printing Press Ltd. has an authorised capital of O.S. Rs. 1½ lakhs and the amount of called up and paid up capital is O.S. Rs. 90,000. The job work executed during the year ended 31st March 1955 was Rs. 57,534. This is an average size press which is not making much profit.

189. We are informed that there are 83 job presses in Hyderabad city employing a total of about 737 persons. We give below a frequency table showing the strength of the workers in these presses :

No. of workers		No. of presses
Twenty and less	..	76
Between 21 and 50	..	7
51 and above	..	nil

190. For obvious reasons while recommending wages and dearness allowance to workers in different types of presses we have to make a distinction between the newspaper presses and

smaller presses doing job work which employ mostly 20 or less workers per day. It appears that the financial position of neither of these is very satisfactory, but all the same, newspaper presses seem to be doing slightly better than the smaller presses doing job work. We would, therefore, recommend that the newspaper presses including job presses employing more than 20 workers should give a basic wage of I.G. Rs. 26 per month to all their workers and a total of an addition of Rs. 10 per month in the present emoluments. This amount of Rs. 10 will also include the addition made to the basic wage, because of our recommendation that it should be I.G. Rs. 26 per month and they should reach the pay packet of I.G. Rs. 65 in a period of three years.

191. In regard to presses employed on job work and employing 20 or less workers per day, these could be treated as a sweated industry and Government may consider the feasibility of adding such concerns to the schedule under the Minimum Wage Act. We feel that in the case of such concerns whatever recommendation we or Government may make, will not be implemented unless there is statutory sanction behind such a recommendation.

192. *Government and Semi-Government Presses.*—These are not public utilities but are engaged in special work, which either Government, the University or the High Court consider should not be done by outsiders. As in the case of Public Utilities, the annual accounts of such concerns cannot tell the full story about their ability to pay, because if Government or the University or the High Court wishes to get the work done by a press of their own, they cannot very well escape the responsibility of paying the minimum wage only because the accounts of the presses do not reveal a profit. The Government Printing Press had submitted statements of Income and Expenditure from which we can see that they are having a surplus of income over expenditure for the years 1952-53 and 1953-54.

193. We would recommend that as in the case of public Utilities, in view of the concession which the workers enjoy regarding leave, holidays, greater security of service etc., these presses should pay to their least skilled operatives a minimum remuneration of I.G. Rs. 60 instead of I.G. Rs. 65.

194. *Glass and Clay Works.*—There are two glass factories in Hyderabad city which manufacture glass, viz, the Kohinoor Glass Works and the Taj Glass Works. However, the Taj Glass Works was closed at the time of our enquiry. According

to the analysis of the balance sheet of the Kohinoor Glass Works for the last year, the authorised capital is 2,000 shares of O.S. Rs. 100 each amounting to Rs. 1,71,429 and the paid up share capital is Rs. 85,929 only. The company is reported to have taken loans from Directors, Banks and others amounting to Rs. 6,08,590. In this unit the liabilities are not fully represented by available assets as Rs. 6,25,795 is being accounted for by loss on the asset side. Thus, against a total liability of Rs. 11,20,161, the company's assets, as per book costs are worth only Rs. 4,94,366. Thus, the balance sheet is an unsound one. With regard to the working side the factory, during the calendar year 1955, it produced goods of the value of Rs. 7,27,936 against which, they earned a gross profit of Rs. 1,96,224. This works to 27% on manufacturing costs. This is a fairly good return though we have to say that the quantity of production it not comparing well with the investment of about 11 lakhs. But this will be explained by the fact that the losses have removed much of the working capital and that the factory is suffering from shortage of working capital. The manufacturing costs for the year 1955 comprise 38 per cent of raw material, 32 per cent of labour wages, 3 per cent of power and machinery and 27 per cent of profit on production. Bonus to workers was also paid during the year under reference. Due to the small turnover and the resulting amount of profits, this unit is not able to meet both ends and this has finally resulted in a net loss of Rs. 11,468 for the year 1955. Our impression with regard to this unit is that, if sufficient working capital is made available or secured by it, it can increase its production and reach the limit of full economy. However, as it is, we can consider it a small production unit trying to come up but is showing a progressive trend in the right direction.

195. During the inspection of this factory we were greatly struck by the efficiency and attentiveness of the workers both male and female. The work of glass making is both arduous and skilled. Moreover, those working on the furnace have to bear high temperatures. Even so, the wages paid in this factory are extremely low, the lowest remuneration of men and women workers being I.G. Rs. 38-14-0 and I.G. Rs. 30 respectively including dearness allowance. This factory employs 580 workers. We would suggest that the factory should be called upon to grant immediately a flat increase of I.G. Rs. 10 per month in the total emoluments to all its workers (both men and women) and attain the pay packet which we have suggested within a period of three years.

196. *Clay Works*.—The Porcelain and Enamel Works employs only 62 workers. It produces good quality of enamel plates, buckets, bed pans, etc. We were informed that because of the good quality of its products they are in good demand from certain centres of the country such as Vijayawada, Madras, Guntur and Madura, etc. This public limited company has an authorised capital of Rs. 1,71,429, which is also nearly the subscribed and paid up capital. The Managing Agents M/s. D.D. Italia & Sons, it is reported, advanced loans to the extent of about a lakh of rupees to the concern. Against the total liability of Rs. 3,32,731, Rs. 1,45,135 is accounted for by loss account on the asset side. We consider that Rs. 1,68,135 being the sales for the year ending 30-9-1956, is too small a turnover for a type of unit like this. As this unit is continuously making losses the question of declaring dividends does not arise.

197. *The Hyderabad Potteries*.—The company was floated with an authorised capital of O.S. Rs. 15 lakhs consisting of 60,000 ordinary shares of O.S. Rs. 25 each. Out of this, 30,000 shares of O.S. Rs. 25 each amounting to O.S. Rs. 7½ lakhs were issued and subscribed. But the called and paid up capital is only O.S. Rs. 6,08,212-8-0. This leaves a balance of O.S. Rs. 45,787-8-0 between the subscribed and paid up share capital consisting of O.S. Rs. 96,000 to be called up at O.S. Rs. 6-4-0 per share on 15,360 shares and O.S. Rs. 45,787-12-0 towards calls in arrears. Calls in arrears include O.S. Rs. 993-12-0 with regard to allotment money too. No calls are due by Directors. The Reserves of the company, including the balance in profit and loss account, amount to O.S. Rs. 51,874 and the outside creditors liability amounts to only O.S. Rs. 89,287. The general percentage between the capital, reserves and creditors works out to 82%, 7% and 11%. Thus, we can note that the share holders have got a very commanding financial voice in the company. The asset side of the balance sheet shows fixed assets to the tune of O.S. Rs. 2,55,384, current or fluid assets account for O.S. Rs. 3,39,884 and cash and bank balances amount to O.S. Rs. 1,54,105. The heavy bank and cash balance on hand clearly indicates the abundance of working capital. Looking at the manufacturing account, we note that the total cost of goods produced is only O.S. Rs. 2,66,185. This is rather a low out-put for a unit having nearly 7½ lakhs of investment. The sales during the year were O.S. Rs. 3,87,203. But the manufacturing gross profit, if calculated, works out to O.S. Rs. 1,29,074 or 44.7% and this is a very high return although usual in this type of concern. The percentage of gross profit on sales works out to 33.3, i.e., nearly 1/3rd

of the sale price is the profit. Production and sales figures are :

O.S. Rs. 1,82,120, 2,33,425 and 2,66,185 — Production

O.S. Rs. 2,42,189, 3,72,338 and 3,87,203 — Sales.

for the years 1954, 1955 and 1956 respectively. We note the gradual upward trend both in production as well as in sales and this is a very encouraging sign of progress and future prosperity.

198. A break-up of the cost of production reveals that it consists of 18% for raw materials; freight and clearance 20.4%; wages 24%; coal and fuel 22.3%; supervision, maintenance, repairs and depreciation 15.3%. The expenses for the freight and clearance of raw materials are incurred due to the fact that the raw materials are to be brought from far off places and this could be minimised if raw material could be found locally. After paying Income-tax, after providing for due depreciation on assets the share-holders got a dividend of 5%, 4% and 3% for the years 1956, 1955 and 1954 respectively. During 1954 and 1955 bonus was also paid to the workers.

199. On the whole, the financial position of this unit is sound and there is scope for expansion not only because there are funds available for working but also due to the sound unavailed of capital structure and growing market demand for the products of the company.

200. Government, for reasons of policy think that they should not close down, we would suggest that managements should be called upon to grant a flat increase of I.G. Rs. 10 to all their workers, (both men and women) and that the units of they survive, should be asked to attain the pay packet within a period of three years.

201. *Chemicals.*—There are six chemical concerns in the residuary State of Hyderabad. Out of these six concerns, one, of them, viz: the Hyderabad Chemicals and Pharmaceuticals has entered into a long term agreement with the Union regarding wages, etc., and it was pointed out to us that we should not disturb the agreement. According to the analysis of the financial results of the concern based on the balance sheets supplied by them for the last three years, the authorised share capital of the company is Rs. 8,57,143 and the same is

fully issued, subscribed and paid up. This is the one and only concern in the State to have the capital structure in this form, namely, collecting fully the authorised capital. There are small reserves existing, which as per the latest balance sheets as on 31st March 1956, amount to Rs. 65,096. Another interesting feature we can note from the balance sheet is that the company did not take loans towards its working capital. But looking at the property and assets as in the 31st March 1956 balance sheet, we see that the fixed assets amount to Rs. 3,73,656. There is still a balance of Rs. 25,714 under the head 'good will'. But on the whole the capital formation and the balance sheet position is very sound.

202. On the manufacturing side also, the concern is working on sound lines. Though the quantum of total production is less as compared to an investment of about Rs. 11,00,000 the manufacturing profits earned by the concern are fairly good. During 1955-56 against the total cost of production of Rs. 9,52,589, Rs. 99,497, which works out to about 11%, was paid towards wages and salaries. Out of the available book profit, which is subject to Income-tax, 15 days basic salary was granted as bonus to employees and and I.G. annas six per share of O.S. Rs. 25 was declared as dividend to share-holders. For the other two years 1954 and 1955, neither dividends nor bonus was declared, as profits were not available. Depreciation on assets for the year ending 31st March 1955 was not provided for.

203. In conclusion, this chemical and pharmaceutical unit under the private managing agency of M/s. Badruka and Company is a medium sized, compact unit run on its own finances and the progressive trend which the financial accounts are showing for the past three years, is an indication of its future prosperity. However, we have to note that its economic prosperity would be limited in range due to the smallness of the unit and its financial resources.

204. *The Deccan Ayurvedashram Pharmacy Ltd.*—This is a small unit manufacturing drugs on a cottage industry basis but in recent years mechanisation is being done to step up production. Though the authorised share capital of the company is Rs. 8,57,143, the issued and subscribed capital amounts to only Rs. 1,22,764. The total investment of the concern is about 1½ lakhs and the total turnover for the period ending 30th September 1955 was only Rs. 85,791. The gross profit received on manufactures is Rs. 48,346. This works

out to nearly 56% on the total cost of production. The total manufacturing wages and salaries paid amounted only to Rs. 6,870, which works out to 8% of the total cost of production.

205. On the whole, we conclude that this pharmaceutical concern under the private managing agency of M/s. Daleef and Company is running on a moderate scale more in the old style of drug manufacture and as this unit is far below a medium sized one and as the number of persons employed is small, the unit can bear easily a moderate increase in wages. The financial position of this concern is on the whole sound.

206. *The Hyderabad Chemicals and Fertilizers Ltd.*—This industrial unit is manufacturing acids, sulphates and fertilizers on a large scale. The main item of production is fertilizers for agricultural purposes and the factory reached during 1954 near about 36,000 tons of production, which nearly amounts to 96 lakhs of rupees.

207. Its authorised capital is O.S. Rs. 1 crore of which only O.S. Rs. 29,89,325 or I.G. Rs. 25,62,279 has been collected. Reserves created account for only I.G. Rs. 1,45,776 and loans and borrowings and other liabilities to outside creditors amount to Rs. 33,50,090. Thus, out of a total liability or investment of Rs. 60,58,145, as on 31-12-1955, the share capital accounts for 42.3%; reserves account for 2.4% and loans and borrowings or outside creditors account for 55.3%. Looking at the asset side or investment side of the latest balance sheet as on 31-12-1955, we note that the factory buildings, plant and machinery, etc., necessary for production activities account for Rs. 24,86,193 or 41.0% of the total investment, while the floating assets, such as stock in trade, book debts, etc., amount to Rs. 33,63,859 or 55.5%. An old accumulated balance of loss is also on the asset side to the tune of Rs. 2,08,093 or 3.5%. On the whole, the balance sheet is not in a bad state but the share holders' financial interest and voice in the company could be improved by issuing some more shares for subscription and thus making available such contributions for the expansion and modernisation of the plant, which would result in more economical working.

208. From the Directors' report for the past three years, we note that the production figures in tons are as follows : 25,460; 35,712; and 11,201, for the years 1953, 1954 and 1955 respectively. The increase in production during 1953 and



1954 was checked during 1955 and a very heavy fall resulted due to 'general downward trend of agricultural prices particularly of paddy.' Production results are fairly good and over a total cost of production of Rs. 40,06,918 for the year ending 31-12-1955 the gross profit worked out to 11.1%. From the analysis of the financial position given in Statement 'J' (see page 114), we note that 76.4% was consumed by raw materials and only 9.3% by wages. Over-head expenses appear heavy accounting as they do for 13.6%. During the years 1953 and 1954 the company declared a dividend of 4% free of Income-tax. Bonus was also paid in those two years to the workers. Except during the year 1955 the financial condition and productivity of the concern was satisfactory.

209. Among chemical factories, from the financial point of view the most prosperous appears to be the Hyderabad Chemicals and Fertilizers Ltd., Bellampalli. This concern is already paying a total emolument of I.G. Rs. 43-1-1 to its least skilled operative. We would recommend that this concern should immediately grant an increase at a flat rate of I.G. Rs. 10 to all its employees and attain the pay packet of I.G. Rs. 65 per month within a period of three years. In regard to other chemical concerns we would recommend that the Bio-Chemicals and Synthetic Products, Nath Laboratories, J. & J. De Chane and the Hyderabad Chemicals & Pharmaceuticals too can, like the Hyderabad Chemicals and Fertilizers be in a position to give a minimum increase of I.G. Rs. 10 per month to all their operatives and attain the pay packet of I.G. Rs. 65 per month within a period of three years.

210. In regard to the Deccan Ayurvedashram, considering the nature of its product and the prices at which they are sold we suggest that this concern may grant an immediate increase of I.G. Rs. 10 per month to all its operatives (both men and women.)

211. *Sirpur Paper Mills.*—This is a large sized paper factory employing about 1938 persons. It was established in 1939 and until the year 1952, the management was in the hands of the Industrial Trust Fund. Subsequently the managing agency was transferred to M/s. Birla Bros. (Private) Ltd. It is understood that, of the total share capital, 26% is subscribed by Government, i.e., the Industrial Trust Fund. We give in Statement 'K' (see pages 108 and 109) the basic facts regarding the financial structure of this unit during the last three years. As per the latest balance sheet, dated 30-6-1956, the authorised

capital of the company was 8 crores, 85 lakhs. However, the subscribed, called and paid up capital is only Rs. 2,55,52,530. If we add to this, the existing reserves and funds, the total amount which represents the share holders' financial interest in the company, works out to 62.3% of the total assets. Thus, the balance of 37.7% of the assets are represented by loans and other liabilities. Therefore, the contributed capital, as compared with the outside liabilities, is in a commanding proportion. From the analytical table of figures and percentages, we see that, out of the total cost of production, raw materials account for 33.8%, wages and salaries for 18.9% and gross profit earned is 16.5%. Other benefits to labourers such as cheap foodgrains, free medical aid, child welfare centres, etc., are also provided and these items account for 1.8% of the total cost of production. Interest paid on loans accounts for 3.5%.

212. From the Directors' reports, we see that for the past two years 1955 and 1956, 6% and 5% was paid as dividends on preference shares and ordinary shares respectively. Though in the previous years 1950-51 and 1951-52 bonus to workers was paid out of net profits, which, of course, is subject to adequate provision for depreciation, during the latter years 1953, 1954, 1955 and 1956, bonus was not declared. However, we have to observe that the production of paper has gone up in the three years to a very considerable extent and if the same progressive trend is maintained it is certain that this unit will bear fruitful results. *न्यायमय न्याय*

213. Commenting on the ability of this unit to pay, the Wage Board has quoted the observations of the Labour Appellate Tribunal as follows :

“About the losses in the years 1948-49 and 1949-50, the Labour Appellate Tribunal, Bombay, observed ‘it is difficult to understand, why such losses occurred and no adequate explanation has been forthcoming’. About the future prospects of the Company, the same Tribunal observed that ‘We cannot regard a concern of this magnitude and with such potentialities, an undertaking which has no future. It has a satisfactory history behind it, it has been able to build up a reserve fund of 70 lakhs of rupees and obviously it is expanding.’”

We entirely concur in the above observation. During our examination of the representatives of this factory, we were informed that the financial position of this unit was none too

satisfactory, since, before the present Managing Agents took charge of the factory, the Industrial Trust Fund were not providing adequately for depreciation nor for Income-tax either, although dividends were being declared. Even during the regime of the present management, for reasons of policy, dividend are being declared but sufficient provision is not being made for depreciation from year to year. According to the management's representatives, a back-log amounting to Rs. 2,06,61,864 by way of normal, additional, initial and triple shift depreciation development rebate has to be wiped out, before the concern gets on a sound financial footing. Already, they have plans under consideration for the expansion of this unit. It has been brought to the notice of the management that it is now an accepted principle, that, unprovided for depreciation for previous years should not be allowed to stand in the way of improving the wage scales and that the amount of depreciation to be taken into account should be that due on the current year's working. It appears that the present management also wish to give preference to the share holders by paying them dividends rather than to make adequate allowance for depreciation, which should really be the first charge on an industry. In the light of our analysis of the balance sheets and in the light of the evidence we have heard from the management, our findings regarding the financial position of this unit are as follows.

214. Judging from the several balance sheets and other final accounts of past years, this industrial unit, which manufactures paper of many varieties, may be said to be running on sound financial lines. This is one of the very few industrial units which are run mainly on its own capital and less of borrowings. The basic wage paid by this factory to its least skilled worker is I.G. Rs. 30 and the amount of dearness allowance is I.G. Rs. 22-4-0; the basic wage for women workers is I.G. Rs. 17-2-0 and I.G. Rs. 22-4-0 dearness allowance. In addition, the factory is reported to be providing certain perquisites by way of cheap grains at fixed rates irrespective of the prices prevailing in the market and providing housing to certain number of its workers and where no housing is provided, workers are being paid a house rent allowance of I.G. Rs. 2-9-0 per month. The factory must be given credit for the money it is losing on the perquisites such as cheap grains, housing, etc.

215. We may here observe, that with Government's policy of a drive for eradicating illiteracy in the country, the

demand for paper is bound to increase. Moreover, judging from the financial results of the paper industry generally in the country, it seems that this is one of the industries which, if reasonably well managed, ought to make profits. In the light of the above remarks our recommendations regarding wages and dearness allowance for workers in this factory are as follows.

216. We have no hesitation in recommending that this factory, in view of its future prospects and in the light of the general prosperous conditions of the paper industry in the country and the assistance it is getting from the Government for procuring raw material, etc., ought to be able to pay the pay packet which we have recommended. In their reply to our list of points, they have claimed that they are giving certain perquisites to their employees the money value of which is considerable. The workers' representatives denied that the workers were getting the food-stuffs, etc., which the management claimed they are giving. We repeatedly asked the management to give us a correct valuation in terms of money of the perquisites they were giving by way of free supply of electricity, food-grains at concession prices, etc. They sent us a statement on 13-4-1957, but the figures given were not clear to us as some of them appeared fantastic. We, therefore, requested them to give a statement in accordance with the instructions we gave them and asked them to supply the information by 16th April 1957 at the latest. However, the information was not forthcoming. If, as the management claim, the workers are making a definite gain as a result of the perquisites which are being supplied, we suggest that the value of such perquisites as agreed to between the parties or by a Conciliator may be given credit to the Company in deciding upon the precise money value of the pay packet.

217. In this Chapter we have stated that a feature of industrial finance in the State of Hyderabad is that in several concerns the State has invested considerable funds. Except in the case of the Nizam Sugar Factory and the Azamjahi Mills at Warangal, Government do not appear to be getting any return or an adequate return on the share capital they have invested. We have found some what perplexing the balance sheets of some of these concerns in which Government have invested funds. It is for Government to consider whether in view of the large financial stake they have in such concerns, the time has not arrived for an expert enquiry into their financial position, capital structure, etc.

# STATEMENT 'C'

Statement showing income and expenditure of Hyderabad Water Works for Years 1953-54 to 1955-56.

Year	EXPENDITURE							Remarks
	Income (as per actuals in Printed Budget)	Establishment	Works	Total	Interest on capital cost	Sinking fund	Total of columns 5, 6 & 7.	
1	2	3	4	5	6	7	8	9
1953-54	7,40,486	5,96,000	5,70,593	11,66,593	7,69,320	1,32,032	20,67,945	The Water Works Maintenance staff was formerly purely temporary
1954-55	8,67,617	6,00,884	4,87,710	10,88,594	7,89,120	1,40,528	20,18,242	and their services were not pensionable nor did they enjoy any provident fund benefits. With effect from 1-4-1953 however all the staff that was borne on the pay rolls on 1-4-1953 was confirmed and was given pensionary rights and all staff subsequently appointed has been given provident fund benefits.
1955-56	10,03,000	5,72,920	4,33,135	10,06,055	8,30,130	1,48,043	19,84,228	The benefit has been bestowed on the workers by very few water works departments in other provinces. Most of the water works are either under the Municipalities or other local bodies and the workers there do not enjoy the above benefits.

# STATEMENT 'D'

## Statement showing the Financial Details of the Nizam Sugar Factory Ltd.

Sl. No.	Capital construction & other liabilities	As at 30-6-1955	Percentage to total assets	As at 30-6-1954	Percentage to total assets	As at 30-6-1953	Percentage to total assets
1	2	3	4	5	6	7	8
		Rs.		Rs.		Rs.	
1.	Share capital contributed by members in cash ..	1,04,63,620	15.2	1,04,62,085	18.9	1,04,57,100	16.7
2.	Bonus shares issued to members out of profits	41,32,304	6.0	41,32,171	7.5	22,89,640	3.7
3.	Reserves created out of profits and balance of profit and loss account.	2,28,67,434	33.4	1,94,14,048	35.0	2,90,79,128	46.5
4.	Loans, borrowings & other outside creditors ..	3,11,93,669	45.4	2,14,14,965	38.6	2,07,01,295	33.1
		6,86,57,027	100.0	5,54,23,269	100.0	6,25,27,163	100.0

<i>Manufacturing and production cost details.</i>							
		%age to total cost of production	%age to total cost of production	%age to total cost of production	%age to total cost of production	%age to total cost of production	
1.	Raw material consumed for the production ..	2,80,90,992	74.9	2,24,44,591	67.4	2,68,56,099	65.5
2.	Wages, supervisory & managerial salaries and D.A. (since separate figures are not available clubbing is done).	22,52,676	6.0	20,13,702	6.0	23,11,306	5.6

3. Repairs and maintenance and depreciation on machinery.	24,24,317	6.4	35,56,925	10.6	23,86,609	5.8
4. Gross profit or manufacturing profit on total production.	47,57,489	12.7	54,28,566	16.0	94,43,704	23.1
	3,75,25,474	100.0	3,34,43,784	100.0	4,09,97,718	100.0

*Sales and other over-heads expense details.*

5. Interest charges on loans & advances	5,28,694	1.4	3,53,167	1.0	6,25,697	1.5
6. Managerial remuneration and commission to Directors and Managing Agents.	3,60,855	0.9	4,56,251	1.4	5,42,761	1.4
7. Other office over-heads	11,89,567	3.1	4,39,488	1.3	30,75,478	7.5
8. Special and other benefits to workers (including Provident Fund facility, Medical Aid, Bonus, cheap foodgrains).	13,31,849	3.5	16,93,120	5.0	3,78,486	0.9
9. Net profit available for dividends reserves and taxes.	32,31,496	8.6	40,70,386	12.3	48,33,545	11.8
	66,42,461	17.5	70,12,412	21.0	94,55,967	23.1

## STATEMENT 'E'

Statement showing the Financial details of the Sir Silk Limited, Sirpur.

Sl. No.	Particulars	1955	Percentage to total assets.	1954	Percentage to total assets.	
1	2	3	4	5	6	
Details of Liabilities						
		Rs.		Rs.		
1.	Share capital paid in cash	..	2,93,85,642	42.1	2,40,94,543	37.6
2.	Reserves and available profits	..	8,07,340	1.0	10,35,223	1.6
3.	Liabilities to outside creditors	..	3,97,65,348	56.9	3,89,78,938	60.8
			6,98,58,330	100.0	6,41,08,704	100.0
Manufacturing and trading results						
1.	Raw materials consumed	..	43,98,590	49.5	20,00,870	87.0
2.	Production, wages and salaries	..	25,84,861	29.1	9,18,010	39.9
3.	Machinery, depreciation and repairs	..	..	..	9,655	0.3
4.	Electricity, railway freight, excise duty, etc.	..	6,40,478	7.2	2,79,360	12.1
5.	Gross profit	..	12,56,724	14.2	..	..
			88,80,653	100.0	32,07,895	139.3



6. Office over head expenses	..	..	..	6,94,768	7.8	3,70,411	11.5
7. Commission and Directors' fees	..	..	..	2,45,006	2.7	6,155	0.1
8. Interest on loans	..	..	..	14,62,235	16.6	5,63,665	17.6
9. Other benefits to labour	..	..	..	38,541	0.4	65,107	2.0
10. Net profit available to dividends	..	..	..	..	..	..	..
11. Gross loss	..	..	..	..	..	8,22,927	26.0
				24,40,550	27.5	18,28,265	57.2

## STATEMENT 'F'

Statement showing the Financial details of the Hyderabad Alwyn Metal Works Ltd.

Sl. No.	Particulars	1955	Percentage to total assets	1954	Percentage to total assets	1953	Percentage to total assets	
1	2	3	4	5	6	7	8	
<i>Liabilities</i>								
1.	Share capital paid in cash	..	52,31,357	34.9	61,03,250	36.4	61,03,250	42.3
2.	Reserve and available profit	..	4,71,685	3.1	5,50,299	3.2	5,50,299	3.8
		..	57,03,042	38.0	66,53,549	39.6	66,53,549	46.1
3.	Liability to outside creditors	..	93,08,509	62.0	1,01,44,631	60.4	1,77,74,034	53.9
		..	1,50,11,551	100.0	1,67,98,180	100.0	1,44,27,583	100.0
<i>Manufacturing and trading results</i>								
1.	Raw material consumed ..	..	22,62,014	50.7	19,90,428	50.4	13,76,419	79.8
2.	Production, wages and salaries	..	9,94,562	22.3	10,28,666	26.0	10,28,280	59.6
3.	Manufacturing expenses ..	..	1,99,036	4.4	1,80,090	4.6	1,16,958	6.8
4.	Gross profit	..	10,06,778	22.6	7,58,328	19.0	..	..
		..	44,62,390	100.0	39,57,512	100.0	25,21,657	146.2
<i>Gross loss</i>								
1.	Office over head expenses	..	5,66,737	12.7	5,43,515	13.7	11,66,749	67.6

2. Commission and Director's fees	..	29,171	0.7	17,572	0.4	15,282	0.8
3. Interest	..	3,23,346	7.2	2,76,336	6.9	2,39,490	13.8
4. Other benefits to labour	..	1,78,210	3.9	1,12,307	2.8	96,574	5.6
5. Depreciation	..	2,07,986	4.4	2,04,816	5.1	1,85,773	10.8
6. Net profit	..	..	..	..	..	..	..
<b>Assets</b>							
1. Fixed	..	49,71,403	28.9	11,54,546	28.9	25,00,645	144.7
2. Stores and stock in trade	..	43,89,416		58,06,504		58,73,026	
3. Book debts and other investments	..	16,55,087		46,75,244		34,13,568	
4. Profit and loss, etc.	..	39,95,645		19,81,930		11,98,224	
	..	1,50,11,551		43,34,502		39,42,765	
				1,67,98,180		1,44,27,583	
<b>Manufacturing and trading results</b>							
1. Total production	..	44,62,390		39,57,512		17,24,880	
2. Gross loss	..	..		..		7,96,777	
		44,62,390		39,57,512		25,21,657	
Gross profit	..	10,06,778		7,58,328		..	
Other receipts	..	18,315		4,481		6,995	
Net loss	..	2,80,357		3,91,737		24,93,649	
		13,05,450		11,54,546		25,00,644	

**STATEMENT 'G'**  
*Statement showing the Financial details of the Vazir Sultan Tobacco Company Limited, Hyderabad.*

Sl. No.	Capital, reserves and other liabilities	As at 30-9-1955	As at 30-9-1954	As at 30-9-1953
1	2	3	4	5
		Rs.	Rs.	Rs.
1.	Share capital contributed by members in cash	.. 1,00,00,000	85,71,429	85,71,429
2.	Reserves created by company out of profits	.. 50,58,195	21,15,957	22,35,899
3.	Loans, borrowings and other liabilities to outside creditors	.. ..	54,97,521	67,84,558
4.	Bonus shares	.. ..	14,28,571	..
5.	Profit and loss account	.. ..	15,74,464	13,74,720
	Total investments	.. 2,05,55,716	2,04,74,979	2,08,76,843

## STATEMENT 'H'

Statement showing the Financial Details of the Azam Jahi Mills Ltd., Warangal.

Particulars	1955		1954		1953	
	I.G. Rs.	Percentage on total	O.S. Rs.	Percentage on total	O.S. Rs.	Percentage on total
1	2	3	4	5	6	7
<i>Details of Liabilities</i>						
1. Share capital paid in cash ..	15,42,857	6.1	18,00,000	6.0	18,00,000	6.6
2. Share capital by issue of Bonus shares ..	46,28,571	18.3	54,00,000	18.0	54,00,000	19.8
3. Reserves and available profits ..	39,79,307	16.0	44,87,707	14.7	57,04,349	20.6
Total liability to share-holders ..	1,01,50,735	40.4	1,16,87,707	38.7	1,29,04,349	47.0
4. Liability to outside creditors ..	1,49,37,506	59.6	1,85,34,597	61.3	1,45,19,721	53.0
	2,50,88,241	100.0	3,02,22,304	100.0	2,74,24,070	100.0
<i>Manufacturing and Trading results</i>						
1. Raw materials consumed ..	1,16,27,093	59.4	1,31,97,021	63.5	97,72,984	55.3
2. Production wages and salaries ..	47,66,761	24.4	51,36,224	24.7	44,41,302	25.2

## STATEMENT 'H'

Statement showing the Financial Details of the Azam Jahi Mills Ltd., Warangal.

Particulars	1955			1954			1953	
	I.G. Rs.	Percentage on total	O.S. Rs.	Percentage on total	O.S. Rs.	Percentage on total	O.S. Rs.	Percentage on total
1	2	3	4	5	6	7		
3. Machinery repairs and depreciation ..	10,34,367	5.3	3,26,822	1.6	8,33,751	4.7		
4. Coal Fuel and Water (less electricity supply receipts).	4,47,453	2.3	5,12,824	2.4	5,11,827	2.9		
Gross profit ..	16,86,958	8.6	16,39,999	7.8	21,17,155	11.9		
	1,95,62,632	100.0	2,08,12,890	100.0	1,76,77,019	100.0		
5. Office over head expenses ..	3,58,088	1.8	4,63,292	2.2	4,59,592	2.5		
6. Commission to Managing Agents and Directors' Fee.	2,15,672	1.1	2,33,886	1.1	3,08,607	1.7		
7. Interest on loans ..	6,15,714	3.2	6,83,227	3.2	4,82,534	2.7		
8. Other benefits to labour ..	4,56,044	2.3	5,91,219	2.8	4,08,643	2.3		
Net profit available to dividends ..	1,36,043	0.7	..	..	5,22,321	2.9		
	17,81,561	9.1	19,71,624	9.3	21,81,697	12.1		

*Details of assets*

1. Fixed assets	..	..	1,34,12,948	1,60,41,193	1,55,54,424
2. Stores and stock in trade	..	..	48,10,684	61,20,087	70,58,124
3. Book debts and advances	..	..	43,88,685	51,82,815	38,45,112
4. Other investments	..	..	24,75,924	28,78,209	9,66,410
			2,50,88,241	3,02,22,304	2,74,24,070

*Manufacturing and trading results*

1. Total production	..	..	1,95,62,632	2,08,12,890	1,76,77,019
			1,95,62,632	2,08,12,890	1,76,77,019
2. Gross profit	..	..	16,86,958	16,39,999	21,17,155
3. Other receipts	..	..	94,603	99,829	64,542
4. Net loss	..	..	..	2,31,796	..
			17,81,561	19,71,624	21,81,697

## STATEMENT 'I'

## Statement showing the Financial Details of Dewan Bahadur Rangopal Mills Limited, Hyderabad

Particulars	1956			1955			1954	
	I.G. Rs.	Percentage on Assets :	I.G. Rs.	Percentage on Assets :	I.G. Rs.	Percentage on Assets :	I.G. Rs.	Percentage on Assets :
1	2	3	4	5	6	7		
<i>Details of Liabilities</i>								
1. Share capital paid in cash ..	18,00,000	16.5%	18,00,000	14.4%	18,00,000	13.7%		
2. Reserves and available profits ..	17,50,686	16.3%	18,19,850	14.6%	27,58,171	20.9%		
3. Liability to outside share-holders ..	72,64,845	67.2%	88,25,652	71.0%	85,94,507	65.4%		
	1,08,15,531	100%	1,24,45,502	100%	1,31,52,678	100%		
<i>Manufacturing and Trading results</i>								
1. Raw Materials consumed ..	55,42,690	58.5%	55,78,413	62.3%	54,70,678	70.9%		
2. Production wages and salaries ..	20,20,147	21.3%	18,91,705	21.2%	18,48,961	23.9%		
3. Machinery repairs and depreciation ..	3,66,780	3.9%	6,818	0.1%	13,872	0.2%		
4. Coal Fuel and Water ..	5,21,595	5.5%	4,82,119	5.4%	5,25,038	6.8%		
Gross Profit ..	10,24,174	10.8%	9,84,007	11.0%	..	..		
	94,75,386	100%	89,43,062	100%	78,58,549	101.8%		



5. Office overhead expenses	..	3,07,557	3.2%	2,43,519	2.7%	2,62,438	3.3%
6. Commission to Managing Agents & Director's fees.	..	2,41,534	2.5%	1,53,909	1.7%	84,963	1.0%
7. Interest on loans	..	3,94,214	4.1%	4,04,627	4.5%	3,89,178	4.9%
8. Other benefits to labour	..	1,79,563	1.8%	1,73,832	1.9%	1,39,290	1.7%
Net profit available for dividends	Gross loss	2,549	0.02%	33,063	0.3%	1,49,869	..
		11,25,417	11.62%	10,08,950	11.1%	10,25,738	10.9%

*Details of assets*

1. Fixed Assets	..	66,77,538	70,26,765	67,75,704
2. Stores & Stock in Trade	..	36,31,878	40,34,275	42,86,271
3. Book debts and advances	..	12,99,924	5,11,615	7,06,405
4. Other investments	..	2,06,191	8,72,847	3,94,012
5. Loss	..	..	..	9,90,286
		1,08,15,531	1,24,45,502	1,31,52,678

*Manufacturing and Trading results*

1. Total production	..	94,75,386	89,43,062	77,08,680
Gross loss	..	..	..	1,49,869
		94,75,386	89,43,062	78,58,549
2. Gross profit	..	10,24,174	9,84,007	..
3. Other receipts	..	1,01,243	24,943	31,224
4. Net Loss	..	..	..	9,94,514
		11,25,417	10,08,950	10,25,738

## STATEMENT 'J'

Statement showing the Financial details of the Hyderabad Chemicals and Fertilizers Limited, Bellampally.

Sl. No.	Capital, reserves and other liabilities	As at 31-12-1955	Percentage to total assets.	As at 31-12-1954	Percentage to total assets	As at 31-12-1953	Percentage to total assets.
1	2	3	4	5	6	7	8
		Rs.		Rs.		Rs.	
1.	Share capital contributed by members in cash	25,62,279	42.3	25,62,279	46.0	25,62,279	33.4
2.	Reserves created by company out of profits	1,45,777	2.4	2,15,075	3.9	2,46,389	3.2
3.	Loan, borrowings and other liabilities to out-side creditors	33,50,090	55.3	24,85,913	44.6	45,90,160	59.9
4.	Profit and loss balance	..	..	3,10,209	5.5	2,74,717	3.5
	Total investment	60,58,146	100.0	55,74,480	100.0	76,73,545	100.0
<i>Manufacturing and production cost details</i>							
1.	Raw materials	30,54,796	76.4	82,15,683	82.8	43,40,045	74.4
2.	Wages	3,69,347	9.3	3,80,543	3.8	3,42,124	5.9
3.	Manufacturing expenses	48,312	1.3	45,991	.5	54,355	.9
4.	Repairs and depreciation	74,256	1.9	3,22,610	3.2	3,27,848	5.6
5.	Gross profit	4,60,207	11.1	9,64,476	9.7	7,69,325	13.2
14*		40,06,918	100.0	99,29,303	100.0	58,33,697	100.0

1. Interest on loans	..	..	66,688	1.6	55,059	0.6	37,107	.8
2. Other benefits to labourers	..	..	42,081	1.01	49,656	.5	46,695	.8
3. Overhead expenses	..	..	5,45,970	13.6	7,80,233	7.8	3,78,588	.6
4. Remuneration to Managing Agents and Directors	..	..	15,023	.3	47,289	.4	43,253	5.2
5. Net profits	..	..	..	..	33,503	.3	2,68,604	7.4
			6,69,762	16.51	9,65,740	9.6	7,74,247	14.8

*Property and assets*

1. Fixed capital expenditure (such as land, buildings plant and machinery, tolls, machinery, fixtures, etc.)	..	..	24,86,193	41.0	21,61,130	38.8	22,99,401	29.9
2. Floating or fluid investments including (stocks, sundry debtors, cash and bank balances, etc.)	..	..	33,63,859	55.5	34,13,347	61.2	53,74,145	70.1
3. Profit and loss account loss balance ..	..	..	2,08,093	3.5	..	..	..	..

Total investments 60,58,145 100.0 55,74,477 100.0 76,73,546 100.0

*Manufacturing and production cost details*

1. Total cost and production	..	..	40,06,918	..	99,29,303	..	58,33,697	..
2. Gross loss	..	..	..	..	..	..	..	..
			40,06,918	..	99,29,303	..	58,33,697	..
1. Gross profit	..	..	4,60,207	11.1	9,64,476	9.7	7,69,325	13.2
2. Other receipts	..	..	753	..	1,264	..	4,922	..
3. Net loss	..	..	20,88,802	..	..	..	..	..

## STATEMENT 'K'

Statement showing the Financial Details of the Sirpur Paper Mills Ltd., Liabilities

Particulars	1956	Percentage on Assets	1955	Percentage on Assets	1954	Percentage on Assets
1	2	3	4	5	6	7
<i>I. Details of liabilities</i>						
	Rs.		Rs.		Rs.	
1. Share capital paid in cash	.. 2,55,52,530	52.2	1,34,50,457	30.8	1,28,47,800	31.5
2. Reserves and available profit	.. 49,35,990	10.1	73,98,813	16.9	71,25,848	17.5
3. Liability to outside share holders	.. 1,84,60,776	37.7	2,28,13,542	52.3	2,07,60,503	51.0
	4,89,49,296	100.0	4,36,62,812	100.0	4,07,34,151	100.0
<i>II. Manufacturing &amp; Trading Results</i>						
1. Raw materials consumed	.. 68,76,852	33.8	96,61,520	56.0	77,01,756	68.1
2. Production wages and salaries	.. 38,32,693	18.9	32,70,263	19.0	23,80,807	21.1
3. Machinery depreciation and repairs	.. 6,68,518	3.3	..	..	..	..
4. Electricity, water and railway freight	.. 55,68,108	27.5	5,17,910	3.00	2,17,629	1.9
5. Gross profit	.. 33,37,979	16.5	38,38,605	22.0	10,11,882	8.9
	2,02,84,150	100.0	1,72,88,298	100.0	1,13,12,074	100.0

6. Office overhead expenses .. ..	1,32,877	3.6	5,70,670	3.3	4,13,686	3.6
7. Commission to Managing and selling agents and Directors' fee.	3,60,781	1.7	19,471	1.1	35,749	0.3
8. Interest on bonus .. ..	7,16,160	3.5	8,56,582	4.9	6,28,100	5.5
9. Other benefits to labour .. ..	3,70,017	1.8	2,22,703	1.4	3,14,065	3.7
10. Net profit available to dividends .. ..	15,19,261	7.5	22,72,517	13.2	..	..
	36,99,096	18.1	39,41,943	23.9	13,91,600	13.1



## Particulars

## Manufacturing and trading results.

1. Total production .. ..	2,02,84,150	1,72,88,298	1,13,12,074
2. Gross loss .. ..	..	..	..
	2,02,84,150	1,72,88,298	1,13,12,074
1. Gross Profit .. ..	33,37,979	38,38,605	10,11,882
2. Other receipts .. ..	3,61,117	1,03,338	65,845
3. Net loss .. ..	..	..	3,13,873
	36,99,096	39,41,943	13,91,600

## CHAPTER VII

## CATEGORISATION &amp; WAGE DIFFERENTIALS

218. The problem of categorisation and wage differentials is a highly technical one entailing as it does a detailed consideration of various factors such as the type of product turned out, the degree of skill involved in the performance of a job, its arduousness, its degree of disagreeableness, etc. No wonder, therefore, that except when elaborate job analysis has been made, by far and large, in most cases categorisation and the fixation of wage differentials is based on the rule of thumb.

219. In the former State of Hyderabad, consideration to this matter was given by the Technical Employees' Wages Committee who came to the conclusion that four categories of workers should be established namely: (1) Supervisory, (2) Skilled, (3) Semiskilled and (4) Unskilled. Irrespective of the nature of work and the prevailing working conditions, almost all Government concerns in the former Hyderabad State have adopted these categories.

220. At the very commencement of our work, we made it clear to Government that without the assistance of technicians, it would be difficult for us to deal with this problem in a satisfactory manner and Government, therefore, made available to us the services of technical advisers attached to various Government Departments. However, since these assessors were closely associated with the Government Departments concerned, it seemed that they were naturally inclined to justify the retention of the *status quo ante*. We, therefore, considered it necessary also to consult the representatives of employers and employees and obtained their comments on the present system of categorisation, gradation and the existing wage differentials. At the final stages of our work Government also made available to us the services of Mr. C.V.D. Murthy, Joint Director, Department of Public Instruction (Technical and Vocational) for consultation and Mr. Murthy was good enough to discuss in detail the conclusions we had formulated although he had no opportunity of himself visiting the various concerns and making an on-the-spot study of the process involved. We are, with Mr. Murthy's permission, stating that on the basis of the data which we have shown him and the explanations we have offered, he is inclined on the whole to agree with the conclusions we have reached.

221. The main difficulty in the classification and categorisation of workers for determining the wage differentials is the absence of uniform definitions of occupations in various industries and the varying types of jobs performed by the workers in different types of units, for instance, the skill required by a skilled worker in a printing press is of a different type from that required in an engineering concern. In arriving at our conclusions, apart from taking into consideration the evidence we have received, we felt that we would not be far wrong if we based our judgment on classification and categorisation and wage differentials on the data which we have collected for the same industry in other parts of the country.

222. Although speaking generally, classification of workers into the above four categories is universal, particularly in engineering trades, in view of the inherent difficulty of the subject we are not aware of any precise definition or for that matter even a complete description of what constitutes degree of skill. Of course, so far as the unskilled labour is concerned it is clear as pointed out by the Central Pay & Service Commission that "the person of whom only physical or manual labour, not requiring any intelligence training or experience, is expected may be classified as unskilled worker." <sup>(1)</sup> It seems common ground also that a semiskilled worker is one who rises from the ranks of an unskilled worker and having improved with experience, gains the status of a semiskilled worker. In this country where skilled workers are still not being recruited from the ranks of those who have received technical training in a technical school or college, it is a semiskilled worker who after years of experience and provided he displays the requisite ability, is promoted to the ranks of the skilled.

223. During our visits to the factories and discussions with representatives of workers we heard complaints that it was a common practice on the part of the employers to designate a worker as assistant moulder, assistant fitter, assistant turner, etc., while actually asking him to do the work of fitter, turner, moulder, etc., as the case may be, and pay him the wage of the assistant only. This sort of grievance is not peculiar to workers in Hyderabad alone, but such complaints are universally heard not only in this country but in other parts of the world as well. In this connection it is to be remembered that although a worker may be called an assistant moulder or fitter and asked to do the job of a fitter and

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(1) Central Pay Commission Report, page 124.

moulder it is the person who is called fitter or moulder and paid the fitter's or moulder's wages who is responsible for the final execution of the job and is endowed with the additional skill required for its efficient performance. If, however, there are cases in which the final responsibilities for the execution of a job devolve on an assistant and yet he is paid the assistant's wages, this is *prima-facie* wrong and such a tendency cannot be too severely deprecated.

224. In some concerns we found that the semiskilled class was divided into two grades. We consider this sub-division arbitrary and would recommend that there should be only one grade in the semiskilled class.

225. In regard to the category of skilled workers as the Central Pay Commission have rightly pointed out "the basis of differentiation must vary from industry to industry. In some, theoretical training may be more essential; in the rest apprenticeship or practical experience may be more essential. The classification must, in the last resort be based upon trade tests". (1) According to the Technical Employees' Wages Committee, Hyderabad, the skilled worker is an employee possessing adequate training and sufficient experience in a particular occupation or trade. There could be no difference of opinion on these definitions of a skilled worker.

226. It has been represented to us, particularly by the representatives of the Electricity and Water Works Departments and the Government Printing Press, that the skilled class contains several sub-classes or gradations and that these sub-divisions were not based on any principle. They suggested that hard and fast rules should be laid down for dividing the skilled from the semiskilled. In our opinion, such water tight compartmentalisation, however desirable it may be, is just not possible since in the same category of work the degree of skill involved may vary according to the type of job to be turned out. However, we do agree that the principle of sub-division must not be carried to such an extreme as to raise in the minds of the workers a suspicion that it is an ingenious device employed by the employers to keep them at a lower level of wages. While, therefore, we are not opposed to there being more than one grade in one class, we also do not deem it desirable to have too many grades in the same category. Particular occupations requiring substantially higher degree of skill may be classified as

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(1) Report of the Central Pay Commission, page 125.



highly skilled. It would be sufficient if the skilled class were to have three grades with an efficiency bar at some stage in order to ensure efficiency.

227. During our visits to factories we found that among unskilled workers certain categories have to discharge heavy and strenuous duties involving a great deal of physical exertion, such as loading and unloading of coal, working in a bunker room of an electric power house, cleaning of stills or the removal of flower in a distillery. There is another category of unskilled worker doing unhealthy work such as cleaning of drains and entering man-holes, etc. We are, therefore, of the opinion that persons employed on such heavy or disagreeable work should be given an additional remuneration by way of a special allowance. It was represented to us that, in order to meet such cases there should be two grades among unskilled workers. We do not agree. Nevertheless we would recommend that unskilled workers employed in heavy, strenuous and unclean work should be given an extra allowance of about Rs. 2 per month just as in the Drainage Department a dirty work allowance is being paid to certain categories of labour.

228. *Differentials.*—The Planning Commission have observed that the differentials should be maintained at the minimum levels which should be justified by the criteria suggested by the Committee on Fair Wages. These are: (1) the degree of skill required, (2) the strain and the fatigue involved; (3) the training and experience required; (4) the responsibility to be undertaken; (5) the mental and physical requirements for doing the work; (6) the disagreeableness of the task; and (7) the attendant hazards.

229. In view of the fact that different degrees of skill and efficiency are required in the efficient discharge of different duties in a concern, wage differentials are an inevitable necessity. Of late, however, in highly industrialised countries of the West there has been a tendency to narrow down the margin of differentials in the wages of skilled, semiskilled and unskilled employees. Since, speaking generally, the Indian wage level is low and there is a shortage of skilled workers, in the Indian wage structure there is a wide disparity between the earnings of unskilled and skilled workers. The Bombay Textile Labour Enquiry Committee have expressed the view that “whatever the historical justification for such differentials, it is highly desirable that they should as far as possible be reduced. This will have to be achieved slowly by the double

process of raising the minimum and reducing the abnormally high differential.” (1) The Technical Employees’ Wages Committee, Hyderabad while fixing wage differentials have treated the occupations in the Electricity, Printing Press, Water Works, Drainage and P.W.D. Workshop, on the same footing. We do not consider such treatment to be proper. The nature of duties performed by workers in the various occupations in such concerns show wide differences.

230. We now proceed to make our proposals regarding wage differentials, we may state that in formulating these proposals, in addition to taking into consideration the criteria suggested by the Fair Wages Committee already referred to, we have taken into consideration the prevailing rates of wages and differentials in the same industry and in the same or similar occupations in the neighbouring localities as also the capacity of the various industries to pay. We may state, however, that in the absence of standardised designations in industries and in view of the fact that persons with the same designation in different units do not always do the same type of work, precise comparisons are not always possible. Moreover, the degree of mechanisation, the working conditions, etc., may not be exactly the same. The number of occupations in the industries which fell within our purview will run into hundreds and it is not possible for us to fix the wage differentials for all these occupations. We have, therefore, concentrated on fixing differentials for the four classes namely, unskilled, semiskilled, skilled and highly skilled only. Moreover, since we have to take into consideration the ability of the industries to pay we have had to differentiate between the recommended differentials according to this criterion. This may result in different rates of pay for the same class of worker in different industries and different units, militating against the principle of ‘same work same pay.’ We are unable to get over this difficulty because of our terms of reference and the existing differences in the wage scales as also in the mechanical equipment of units of the same industry.

231. So far as the minimum basic wage of the unskilled worker is concerned we have discussed the matter at length in Chapter V and have recommended for the reasons given there I.G. Rs. 26 per month for 26 working days or I.G. Re. I per day. In regard to fixing of differentials the State Mazdoor

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(1) Bombay Textile Labour Enquiry Committee Fian. report, page 94.

Sangh in their Memoranda have suggested the following basic pay for the different categories:—

- |                   |                            |
|-------------------|----------------------------|
| 1. Highly skilled | .. I.G. Rs. 125 per month. |
| 2. Skilled ..     | .. I.G. Rs. 80 per month.  |
| 3. Semiskilled..  | .. I.G. Rs. 50 per month.  |

Other Workers' Unions have also suggested more or less similar basic wages. Some have stated that the wage for the semiskilled worker should be 50% higher than that of the unskilled and for the skilled double that of an unskilled worker. The workers' representatives have recommended basic standard wage of I.G. Rs. 30 per month for the least skilled operative. In this connection we may refer to the following observations of the Central Pay Commission : " Different proportions have been suggested as rough standards for differentiating between the emoluments of workers of different grades. Some have suggested that semiskilled workers must have a remuneration 20 to 50 per cent above that of unskilled workers and that skilled workers should be paid twice to thrice the remuneration of the unskilled worker. We are not persuaded that it will be possible or desirable to adopt any such fixed proportion."<sup>(1)</sup> The Central Pay Commission have fixed different minima for skilled workers in different industries or Government Departments engaged in industrial work. Thus, for workers in Mints, the minimum rates recommended for the semiskilled, skilled and highly skilled workers are I.G. Rs. 35, I.G. Rs. 40 and I.G. Rs. 90 per month respectively. <sup>(2)</sup> For workers of Central P.W.D. the minimum basic pay recommended for these categories is Rs. 35, I.G. Rs. 60 and I.G. Rs. 120 respectively. <sup>(3)</sup> For railway workshops the minimum basic pay fixed is I.G. Rs. 35, I.G. Rs. 55 and I.G. Rs. 90 respectively.

232. With regard to the wages of semiskilled workers we feel that as there is no marked difference in the nature of work assigned to them from industry to industry the same basic wage may be fixed for this class of workers for different establishments. In making this suggestion we are in good company because as will be remembered the Central Pay Commission has recommended the same basic minimum for semiskilled workers for different undertakings.

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(1) Report of the Central Pay Commission, page 125.

(2) Ibid, page 170.

(3) Ibid, page 309.

233. In regard to the question of time-scale for the lowest category of workers we agree with the Central Pay Commission "that a long time-scale is neither necessary nor justified." (1)

234. In the light of the observations made in the foregoing paragraphs we shall now deal with the problem of classification of different occupational categories and fixation of wage differentials in each industry coming within our purview.

235. *Electricity.*—The Wage Board appointed for the Electricity by the erstwhile Hyderabad State Government did not deal with the problem of classification and differentials on the ground that the time at their disposal was short and also that they had no technical personnel to assist them.

236. The workmen in the Electricity Department City Circle, District Power Schemes and Azamabad Thermal Power Schemes have been classified into the following categories :

1. Supervisory class I, II, III and IV.
2. Skilled Class I, II & III (two classes in District Power Schemes).
3. Semiskilled I and II (one class in the City Circle and Azamabad Thermal Power Scheme).
4. Unskilled.

237. There are in all 250 occupations in the City Circle which have been grouped under the categories mentioned above. The list of occupations with the classifications and present wage scales of all the units of the Electricity Department is given in Appendix XVIII. The classification of workers into the above categories was based on the recommendations of the Technical Employees' Wages Committee appointed by the Hyderabad Government in 1946. The recommendation regarding pay and allowances were modified latter by the Hyderabad Pay and Service Commission in 1947.

238. The representatives of workers have stated that the workers in the Electricity Department have been divided into a number of categories which bear no proper relation to the degree of skill and thus discrimination is made between persons performing identical duties and shouldering identical responsibilities. As an instance they pointed out that in the

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(1) Central Pay Commission Report, 1947, page 37.

supervisory category there are grades II and III even though the nature of work and responsibilities involved in both are identical. They also contended that the occupations grouped under supervisory class IV are virtually highly skilled and hence they should be designated as such. As regards the skilled class they state that this class has been divided into three categories without any justifiable reason.

239. The workers have suggested that grades II and III of the supervisory class should be combined and that the skilled class should consist of only one grade. The officers of the Department do not favour any re-classification or reduction in the existing categories. Their contention is that the Technical Employees' Wages Committee had thoroughly examined this question and recommended the present classification, etc., and hence it requires no modifications or alteration.

240. During our visit to the Power House of the City Circle we noticed that the assistant fitters were actually performing the jobs of fitters and some of them were also employed on precision work. Carpenters come under supervisory category, but the actual jobs were executed by the Assistant Carpenters and the same is the story with respect to moulders and turners. Probably in order to save cost, the management is having fewer carpenters, moulders, fitters, turners, etc., and several assistant fitters, assistant moulders, assistant carpenters, assistant moulders, etc., who actually perform the work but are given the wages of semiskilled and unskilled workers.

241. As regards skilled grades II and III when examined by us, Shri Bhavnani, Superintending Engineer, Electricity City Circle, agreed that instead of having two separate grades an efficiency bar could be created at Rs. 50 and thus these two grades could be merged into one. The Power House Superintendent expressed as his personal opinion that the existing grades could be reduced to a smaller number and that a scheme of reorganisation in this regard had already been submitted to Government by the Department.

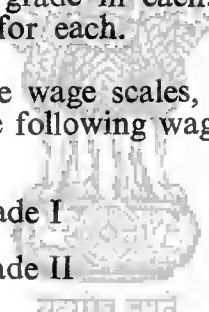
242. According to the existing classification, the supervisory category has four grades. The occupations now grouped under grade IV in fact be classified as highly skilled as from the nature of their duties it is not proper to designate them as supervisory. Their work is more manual than

supervisory. Hence, there is enough force in the workers' contention that they should be designated as highly skilled and not as supervisory.

243. From the nature of work and duties assigned to each category it is clear that the nature of work and responsibilities shouldered by workers in the occupations included in grade II and III of the supervisory category are almost identical. We, therefore, feel that there is no justification for having two different grades for these occupations. In our considered opinion these two grades could be combined into one as prescribed by us.

244. Regarding the skilled category we are of the opinion that in this class there are variations in the degree of skill and hence three grades are necessary. In regard to the semiskilled and unskilled categories we do not find any justification for having more than one grade in each. Therefore, we recommend only one grade for each.

245. Coming to the wage scales, the workers' representatives have suggested the following wage scales for the different categories :—



Supervisory grade I	.. I.G. Rs. 200-350.
Supervisory grade II	.. I.G. Rs. 150-200.
Highly skilled	.. I.G. Rs. 125-150.
Skilled	.. I.G. Rs. 80-125.
Semiskilled	.. I.G. Rs. 50-80.
Unskilled	.. I.G. Rs. 30-50.

246. Apparently these are not based on any principle or bear any comparison with any comparable data. They are obviously on the high side. After taking into consideration all the factors, we feel that the basic wage of the unskilled worker has to be increased from I.G. Rs. 22-4-6 to I.G. Rs. 26 and keeping in view the wage levels of the skilled, semiskilled and highly skilled categories in other industries and the wage rates for similar categories prevailing in the electricity generating and distributing concerns in and outside the State (Appendix XIX), we recommend the following classification and differentials.

247. Supervisory class will consist of only two grades as follows :

1. *Supervisory Grade I* I.G. Rs. 150-7½-210-EB-10-310. The present grades II and III will be combined into one whose scale will be I.G. Rs. 95-4-115-EB-5-150. The existing grade IV of supervisory category will be designated as highly skilled with the grade of I.G. Rs. 75-3-105. The skilled class will have the following three grades.

Grade I : I.G. Rs. 55-2½-75.

Grade II : I.G. Rs. 40-2½-65.

Grade III : I.G. Rs. 35-1¼-45.

The semiskilled and unskilled categories will have the following wage scales.

Semiskilled : I.G. Rs. 30-1-40.

Unskilled : I.G. Rs. 26-1-30.

248. For the executive technical and executive ministerial categories we recommend the following wage scales.

Executive Technical : I.G. Rs. 140-5-170-EB-6-200.

Executive Ministerial : I.G. Rs. 60-4-100-5-140.

249. As regards the District Power Schemes and the Azamabad Thermal Power Scheme in the matter of classification and fixation of basic wages for different categories we see no reason to discriminate and treat them differently from the City Circle. Therefore, we recommend that the classification and wage scales recommended by us for the City Circle will *mutatis mutandis* apply to the District Power Schemes and the Azamabad Thermal Power Scheme.

250. The list of occupations with the proposed classification and wage scales is given in Appendix XVIII.

*Drainage Department.*—The employees of the Drainage Department, Hyderabad have been classified as follows :

Occupations.	Classification	Grades
		I.G. Rs.
1. Sub-overseers (Civil and Mechanical)	Supervisory	90-3-105-EB-3½ 140.
2. Tracers ..	.. Skilled Gr. I	65-2½-90

## STATEMENT.—(Contd.)

Occupation	Classification	Grades
3. Plumber fitters, Mechanics, Fitters, Electricians, Turners, Moulders, Painters, Drivers, Builders, Crane Operators.	Grade II	I.G. Rs. 50-2-60-2½-65
4. Inspectors and Sluice Inspectors ..	Semiskilled Grade I.	35-1½-50
5. Cleaners and Linemen ..	Semiskilled Grade II	26-1-33-1¼-38
6. Watchmen, Gang mazdoors, Lab. Boy	Unskilled Grade I.	22-1-26
7. Women mazdoors, Boy mazdoors and Shop boys ..	Unskilled Grade II.	17-2-3 (flat) 14-9-0 (flat)

251. In his evidence before the Committee the Executive Engineer, Drainage Department stated that 'Inspectors' who are now classified as semiskilled Grade I, do only a dignified 'maistry's' work. Even so, he was of the view that those employed in this occupation should be brought under the skilled category and upgraded by prescribing a minimum qualification of Higher Secondary Certificate with a working knowledge of sanitary engineering and the passing of the Madras Technical Examination. He said that he had already sent a note on this subject to the Municipal Corporation. As regards the workmen employed in the Workshop of the Department, he agreed with the Committee that in the matter of classification and wages they could be treated on par with the workers doing the same type of work in the P.W.D. Workshop. In regard to the fixing of wage differentials, the Executive Engineer was of the opinion that a semiskilled worker should get 40% more than the unskilled and a skilled operative should be paid 100% over an unskilled worker. The workers' representatives have no dispute regarding the present classification except that, they want the women workers to be treated on par with male mazdoors.

252. The workers suggested the following grades for the different categories :—

Skilled .. I.G. Rs. 65-4-125.

Semiskilled .. I.G. Rs. 50-3-95.

Unskilled .. I.G. Rs. 35-2-75.

Boy Mazdoor I.G. Rs. 2/3rd of the basic pay of mazdoor.



253. As regards the classification of inspectors' posts we are in agreement with the Executive Engineer. Keeping in view the wage rates prevailing in other industries for similar categories and other relevant factors we suggest the following wage scales for different categories in the Drainage Department which in our judgment, are reasonable :—

<i>Classification</i>	<i>Grade</i>
Supervisory	.. I.G. Rs. 95-4-115-EB-5-150.
Skilled Grade I	.. I.G. Rs. 75-3-105.
Skilled Grade II	.. I.G. Rs. 55-2½-75.
Semiskilled	.. I.G. Rs. 30-1-40.
Unskilled	.. I.G. Rs. 26-1-30.

As regards the remuneration of women workers, we have dealt with the subject at length in the previous chapter and have recommended an equal wage for men and women doing similar work. Boy mazdoors (below the age of 18 years) will get 2/3rd of the basic wage of male mazdoors.

254. *Water Works Department.*—The employees of the Hyderabad Water Works Division have been classified into the following categories. A list of occupations with their classification and wage scales is given below :—

<i>Occupations</i>	<i>Classifications</i>	<i>Grades</i>
		I. G. Rs.
1. Supervisors	.. Supervisory Grade I	140-4½-176 EB-6½-215-EB-8½-300
2. Sub-overseers	.. Supervisory Grade II.	90-3-105-3½-140
3. Senior Chargemen	.. Supervisory Grade II	105-3½-140
4. Sub-overseers, Junior Chargemen, Mechanics	Supervisory Grade III	90-3-105
5. Electricians, Tracers, Carpenters	.. Supervisory Grade IV.	65-2½-90
6. 1st grade maistries, 1st grade pump drivers, 1st grade fitters.	Skilled Grade I	50-2-60-2½-65
7. 2nd grade maistries, 2nd grade pump drivers, 2nd grade fitters, blacksmiths, butlers, cartmen.	Skilled Grade II	35-1½-50

## STATEMENT.—(Contd.)

Occupations	Classifications	Grades
I. G. Rs.		
8. 3rd grade maistries, Hammer-men, Linemen, Assistant turners, Operators, Assistant Butlers, Cleaners, Head Malies, Assistant Moulders.	Semiskilled Grade I	26-1-33-1 $\frac{1}{4}$ -38
9. Asst. Head Malies ..	.. Semiskilled Grade II	O.S. Rs. 25-1 $\frac{1}{4}$ -37 $\frac{1}{2}$
I. G. Rs.		
10. Watchmen, Patrollers, Man Mazdoors, Head Mazdoor, Malies, Sluice Mazdoors, Peons, Laskers.	Unskilled Grade I	21-1-26
11. Bellow Boys, Scavengers ..	.. Unskilled	18- $\frac{1}{2}$ -21-1-26
12. Mallans ..	.. Unskilled	18- $\frac{1}{2}$ -21
13. Women Mazdoors ..	.. Unskilled	17-2-3 (consolidated)
14. Boy Mazdoors ..	.. Unskilled	14-9-0 (consolidated)
15. Meter Inspectors ..	.. Executive Grade.	130-4-154-EB- 6-190
16. Meter Readers ..	.. do	54-2-56-2 $\frac{1}{2}$ -81- EB-3 $\frac{1}{2}$ -130.
17. Typists ..	.. do	54-2-56-2 $\frac{1}{2}$ -81- EB-3 $\frac{1}{2}$ -130.


255. In this case also the existing classification and the wage structure is based on the recommendations of the Technical Wages Committee and the Hyderabad Pay and Service Commission. As far as the wages of the unskilled are concerned they have been revised in the light of the recommendation of the Hyderabad Labour (Factory) Investigation Committee appointed in 1949.

256. The workers' representatives, as in the previous cases plead that the employees of this Department have been divided and sub-divided into too many categories without justifiable reasons. They contend that the senior chargemen have been classified under supervisory grade II and chargemen under grade III although the nature of work and responsibility shouldered by both these occupations are identical in nature. Similarly, the skilled and semiskilled classes have been sub-divided into grade I and II without any justification. The workers suggest that the skilled and semiskilled classes should consist of only one grade and there should be no further

division. The Department on the other hand, pleads that the classification and fixation of grades was done on the recommendations of the Technical Employees Wages Committee and the Hyderabad Pay & Service Commission and therefore there is no reason to alter the same. The Executive Engineer, Water Works when asked as to the reasons for having so many categories pleaded his inability to explain. In his opinion this might have been done by the Hyderabad Pay & Service Commission for fixation of different grades.

257. The workers' representatives suggest the following classification of workers to replace the existing one :

1. Supervisory Grade I.
2. Supervisory Grade II.
3. Highly skilled.
4. Skilled.
5. Semiskilled.
6. Unskilled.



As regards the occupations of senior chargemen and chargemen, from the statement showing the nature of work of various occupations submitted by the Department, it is clear that these two categories have duties and responsibilities identical in nature though they are placed under two different grades, viz., senior chargemen I.G. Rs. 105-140, chargemen I.G. Rs. 90-105. In our opinion there is no justification for having two different grades for these categories. From the statement submitted by the Department we find that the supervisory class consists of four grades, viz., supervisors grades I and II consisting of Sub-overseers, Senior Chargemen and grade III containing Junior chargemen, sub-overseers and mechanics and grade IV wherein come the tracers, carpenters and electricians. As regards the occupations placed under grades II and III we find that the nature of the duties assigned to these categories are identical and hence we see no justification for having two separate grades. Accordingly, we recommend that both the grades should be combined.

258. Regarding occupations of tracers, carpenters and electricians, from the nature of their duties it is clear that they do not have any supervisory work. They are skilled workers and as the skill required is of a high degree, we recommend that they should be classified as highly skilled.

259. The workers have alleged that there are two grades for pump drivers who come under skilled class although their duties are the same. It is no doubt a fact that the pump drivers have been placed under two different grades, viz., 1st grade pump driver and 2nd grade pump driver but it would not be correct to say that the nature of the duties and responsibilities shouldered by them is the same. The second grade pump driver is actually an assistant to the 1st grade driver. We have observed elsewhere as to what may broadly be described as "the same kind of work." If there is difference in quality, importance and degree of responsibility then it would justify the existing classification of skilled class into two different grades. In this case it appears justifiable. However, we find that most of the occupations semiskilled nature have been grouped under semiskilled class I (I.G. Rs. 26-1-33-1 $\frac{1}{4}$ -38), but only one occupation with a slightly lower scale (O.S. Rs. 25-37 $\frac{1}{2}$ ) is designated as grade II. We feel that this occupation also could be placed under semiskilled grade I and thus all semiskilled occupations should be placed under one grade.

260. In regard to the unskilled class in our opinion there should be no discrimination and all should have only one grade. We have already recommended that the basic wage of an unskilled worker should in no case be less than I.G. Rs. 26. Therefore, we shall now consider the wage scale for other categories only. The workers' contention is that the existing scales of workmen in the Water Works Department are very low. The wages for different categories suggested by the workers' representatives are not based on any principle. On a comparative study of wage rates prevailing in various units of the industries in the State and outside the State, we find that in most of the concerns the semiskilled worker gets a basic wage ranging between Rs. 1-4-0 and Rs. 2-4-0 per day and the skilled gets Rs. 1-8-0 to I.G. Rs. 2-12-0 per day. The highly skilled gets a start of I.G. Rs. 2-8-0 and reaches I.G. Rs. 5. The basic wage of supervisory categories range between I.G. Rs. 3-8-0 and I.G. Rs. 9-6-0 per day. Keeping in view all the wage rates for similar categories in the various industries and taking the relevant factors into consideration we recommend the following wage scales for the different categories in the Water Works :

Existing classification and wage scales.		Proposed classification and wage scales
	I.G. Rs.	I.G. Rs.
Supervisory Grade I :	140-300	Supervisory Grade I Rs. 150-7½-210-EB-10-310.
Supervisory Grade II (A) :	90-3-105-EB-3½-140	Supervisory Grade II 95-4-115-EB-5-150.
Supervisory Grade II (B) :	105-3½-140	
Supervisory Grade III :	90-3-105	
Supervisory Grade IV :	65-2½-90	Highly skilled: 75-3-105
Skilled Grade I :	50-2-60-2½-65	Skilled Grade I : 55-2½-75
Skilled Grade II :	35-1½-50	Skilled grade II: 40-2½-65
Semiskilled Grade I :	26-1-33-1½-38	Semiskilled: 30-1-40
Semiskilled grade II :	25-1½-37 (OS)	
Unskilled (Male)	21-1-26	Unskilled 26-1-30
Unskilled (female)	18-½-21	

For Meter Inspectors and Meter Readers we recommend I.G. Rs. 140-5-170-EB-6-200 and I.G. Rs. 60-4-100-EB-5-140, respectively.

261. *General Engineering Industry.*—The Engineering concerns situated in the region covered by this Committee may be divided broadly into three types : (1) Government concerns like the P.W.D. Workshop, Road Transport Department Workshop, (2) the major Industrial concerns such as Praga Tools Corporation, Allwyn Metal Works and (3) smaller engineering concerns. The list of concerns owned and managed by Government and concerns in the private sector is shown in Appendix XX to the Report.

262. As already observed, in the absence of standardisation of occupational nomenclatures in the engineering industry it is difficult to fix wages for the different occupations in this industry as the nature of work and products differ from unit to unit and ranges from manufacturing of precision tools to ordinary repairs. In this connection the Labour Investigation Committee set up by the Government of India in 1944 to enquire into the conditions of labour in the engineering industry observed as follows :

“Terms like ‘fitter’, ‘moulder’, ‘Maistry’, ‘machineman’, ‘Khallasi’, etc. have scores of different connotations in

different parts of the country and some times even in the same centre. Not only this, but even if a man is called by one name, he may be doing the work appropriate to several other categories, and on the same day he may work in different processes in a concern. Of course, in the larger concerns, some sort of standardisation of occupational terms is attempted, and it appears that the Indian Engineering Association have fixed hourly basic rate of wages for the Calcutta and Bombay areas and for this purpose, the different trades are classified. Broadly speaking, however, there is a great confusion in this regard and it appears that a large number of employers benefit by the confusion. The representatives of engineering workers complained that owing to lack of standardisation of terms, it was possible for an employer to pay wages according to his inclination, and also to require workers engaged on the one job to take up were rightly belonging to another category. It was stated that owing to the unorganised condition of labour in the industry, this kind of exploitation could not be checked. It was not possible to verify this allegation with regard to the entire industry though in many small concerns it was amply borne out. It is clear that the question of standardisation of wages hinges upon a correct solution of the problem of standardisation of occupational nomenclature.....The problem, however, is complicated by the fact that employers at present have their own various modes of classification and are not always agreeable to accept new classifications..... To tackle the problem effectively may take several years.” (1)

263. In an award of the Industrial Tribunal set up to adjudicate the dispute in the engineering industry in West Bengal it was stated that they too were confronted with the same difficulties. The Tribunal classified the industrial workers as highly skilled, skilled, semiskilled and unskilled and declined to fix minimum wage rates for workers other than unskilled and semiskilled. The Tribunal observed :

“In the case of semiskilled workers, though we have fixed the minimum basic, we do not consider it possible to fix a scale of pay or even several scales of pay. There is a large variety of semiskilled jobs in different industries. We have no means of assessing the money value of the jobs ; and no complete picture of the existing pay scales of workers

(1) Government of India, Labour Investigation Committee : Report on an Enquiry into conditions of labour in Engineering and Minerals and Metal Industries in India (Simla, Government of India Press, 1946), page 4.

of this category is before us. It is no use laying down certain scales of pay in the abstract as ideal without relating them to existing facts." (1)

264. As far as the engineering industry is concerned, it appears that many favour the classification of different occupations in four groups, viz., highly skilled, skilled, semiskilled and unskilled.

265. In the context of the observations cited above, we shall now examine the question of categorisation and wage scales for the various units of this industry situated in the region covered by this Committee. We shall first take up the Public Works Department Workshop.

*P.W.D. Workshop.*—The occupations in the Public Works Department Workshop were classified into the following categories in accordance with the recommendations of the Technical Employees' Wages Committee and the Hyderabad Pay and Service Commission : The list of occupations, wage scales is shown in Appendix XXI.

<i>Categories</i>	<i>Grades</i>
1. Supervisory Grade I	I.G. Rs. 140-4½-176-EB-6½-215-EB-8½-300.
2. Supervisory Grade II	I.G. Rs. 90-3-105-3½-140.
3. Supervisory Grade III	I.G. Rs. 65-2½-90.
4. Skilled Grade I	.. I.G. Rs. 50-2-60-2½-65.
5. Skilled Grade II	.. I.G. Rs. 35-1½-50.
6. Skilled Grade III	.. I.G. Rs. 26-1-33-1¼-38.
7. Semiskilled	.. I.G. Rs. 21-1-26.
8. Unskilled	.. I.G. Rs. 18-½-21.

266. The workers' representatives in their reply to the Committee's questionnaire as also in the course of their evidence before the Committee stated that in the P.W.D. Workshop incremental wage scales were so fixed that it takes ten to fifteen years for a semiskilled worker to reach the next higher grade and those in the lower grade are blocked at the maximum without having any chance of being placed in the higher grade. They pointed out that the workers who are

(1) Systems of wage calculation in the Metal trades, I.L.O. Publication 1949, page 63.

placed under different grades in the skilled category virtually perform the same kind of work, that is to say skilled work but they are paid at different rates without any justifiable reason. They suggested that the skilled class should not have more than one grade ; the workers' representatives have also pointed that the system of apprenticeship now in force is neither based on any principle nor are their conditions of service governed by any rules and the apprentices remain in the same scale of I.G. Rs. 9 to I.G. Rs. 12 for a number of years.

267. The workers suggested the following categorisation and wage scales in place of the existing categorisation and wage scales :

1. Unskilled .. I.G. Rs. 30-2-50.
2. Semiskilled .. I.G. Rs. 50-3-80.
3. Skilled .. .. I.G. Rs. 80-5-105-10-125.
4. Highly skilled .. I.G. Rs. 125-10-175.
5. Supervisory Grade II . I.G. Rs. 150-10-300.
6. Supervisory Grade I .. I.G. Rs. 200-10-300-15-420.

Regarding apprenticeship, the State Mechanical Engineer in the course of his evidence before the Committee, stated that the Workshop had no regular system of apprenticeship and training and that the reason for some workers with long service continuing as apprentices was that the Government sanction only a limited number of posts for each section in the Workshop and that 51 odd people who were on par with the permanent sanctioned strength should be absorbed first before any worker was made permanent and that is why some of the workers who become surplus cannot be absorbed. The State Mechanical Engineer agreed with the Committee that it was not fair to pay a meagre amount as basic wage to an apprentice for a number of years. The Committee is of the opinion that all the present apprentices should be regularised and the workers who are actually doing the job be regularised particular category should get the wage prescribed for that category.

268. As regards the number of grades in the skilled category and the nature of duties attached to the occupations falling in these grades, the State Mechanical Engineer, informed the Committee that there was no definite specification of duties attached to grades I, II and III in the skilled class. The nature of work depends on the orders received and whenever



there is rush in any type of work all those employed in all the sections have to work for completing the order. In this process a worker in grade II may have at times to do the job under grade I. In view of the statement of the State Mechanical Engineer we feel that there is considerable force in the contention of the workers that all these skilled workers practically do the same job but they are paid differently. In the absence of justifiable reasons we do not favour the skilled class being sub-divided into three different grades. As suggested by the State Mechanical Engineer in his reply to our Memoranda, grades I and II in the skilled category should be combined and only one category of skilled should remain. The existing skilled grade III and the semiskilled category could be combined. The occupation of the leading-hand could be designated as highly skilled.

269. As regards wage scales, keeping in view the prevailing rates of wages for similar categories in comparable units in the region (*vide* statement Appendix XXII) and also the rates in other engineering units in the region and the neighbouring States (Appendix XXIII) and all other relevant factors, we consider the following basic wage scales for different categories in the Workshop as just and reasonable :

Unskilled	.. I.G. Rs. 26-1-30.
Semiskilled	.. I.G. Rs. 30-1-40-1½-45.
Skilled	.. I.G. Rs. 40-2½-55-EB-Trade Test- 2½-65-EB-3-80.
Highly skilled	.. 75-3-105.

The supervisory category may consist of two grades as follows :

Grade I	.. I.G. Rs. 150-7½-210-EB-10-310.
Grade II	.. I.G. Rs. 95-4-115-EB-5-150.

State showing present and proposed grades is given below :

Existing classification and wage scales	Proposed classification and wage scales.
	I.G. Rs.
Supervisory Grade I : 140-4½-176-EB-6½-215-EB-8½-300.	Supervisory Grade I : 150-7½-210-EB-10-310.
Supervisory Grade II : 90-3-105-3½-140	Supervisory Grade II : 95-4-115-EB-5-150

Existing classification and wage scales			Proposed classification and wage scales.	
Supervisory Grade III :	..	65-2½-90	Highly skilled :	75-3-105
Skilled Grade I :	..	50-2-60-2½-65	Skilled :	40-2½-55½-EB-Trade
Skilled Grade II :	..	35-1½-50		Test-2½-65-EB-3-80.
Skilled Grade III :	..	26-1-33-1½-38	Semiskilled :	30-1-40-1½-45
Semiskilled :	..	21-1-26		
Unskilled :	..	18-½-21	Unskilled :	26-1-30

270. *Praga Tools Corporation.*—This factory manufactures precision tools and, therefore, requires workers having special skill and ability, superior to that necessary in other engineering concerns. In this concern also the workers are classified into six broad categories based on degrees of skill. The various occupations in this concern with their classification are shown in the statement in Appendix XXIV.

271. The Wage rates for the different categories are as follows :—

Unskilled	..	I.G. Rs. 1-2-0—0-2-0—1-12-0.
Semiskilled	..	I.G. Rs. 1-12-0—0-4-0—2-12-0.
Skilled 'B'	..	I.G. Rs. 2-12-0—0-4-0—3-8-0.
Skilled 'A'	..	I.G. Rs. 3-8-0—0-4-0—4-4-0.
Highly Skilled 'B'		I.G. Rs. 4-4-0—0-4-0—5-4-0.
do		'A' I.G. Rs. 5-4-0—0-6-0—6-0-0.

From the above it is evident that the wages for various categories in this concern compare favourably with the wages prevailing in the engineering industry in this region.

272. The workers' representatives expressed the view that "job evaluation would have to be done before differentials could be fixed for various categories which requires time and joint efforts by the factory management and the union. The present wage differentials have come into existence by convention and may be adopted for the present purposes of the Wages Committee".

273. For the reason stated above, there is no necessity to interfere with the existing classification and wage scales prevailing in this concern.

274. *Allwyn Metal Works.*—The work done in this factory is mostly of a skilled nature. The principal activity of the factory at present appears to be to build bodies for the buses of B.E.S.T. in Bombay. The occupations in this concern are classified into four categories—highly skilled, skilled, semiskilled and unskilled. The various occupations with the classification is given in Appendix XXV.

275. The workers' representatives have no dispute regarding the existing classification. Therefore, there appears to be no need for re-classification.

276. The existing scales of pay for different categories of workers are as follows. These have come into effect from 1st December 1956 due to a negotiated agreement :

Unskilled	.. I.G. Rs. 1- 4-0- 0- 1-6- 2- 1-6.
Semiskilled	.. I.G. Rs. 1-14-0- 0- 2-0- 2-14-0.
Skilled 'B'	.. I.G. Rs. 2-11-0- 0- 3-0- 4- 3-0.
Skilled 'A'	.. I.G. Rs. 3- 9-0- 0- 3-0- 5- 4-0.
Highly skilled	. I.G. Rs. 4- 8-0- 0- 4-0- 6- 4-0.

As the basic wage rates in this concern compare well with the existing level of wages in the engineering industry we see no reason to interfere with them.

277. *R.T.D. Workshop.*—This workshop employs 769 workers excluding clerical staff. The occupations are classified into supervisory, skilled, semiskilled and unskilled. A list of occupations with the existing classification and the wage rates is given in Appendix XXVI.

278. The wage rates in this workshop were fixed as per the Central Pay scales when the Road Transport Department formed a part of the Ex-Nizam State Railways. The Wage scales for different categories are as follows :—

Unskilled	.. I.G. Rs. 30-0-0- 0-8-0- 35-0-0.
Semiskilled I	.. I.G. Rs. 35-0-0- 1-0-0- 40-0-0.
Semiskilled II	.. I.G. Rs. 35-0-0- 1-0-0- 60-0-0.
Skilled	.. I.G. Rs. 55-0-0                      130-0-0.
Highly skilled (1)	I.G. Rs. 80-160.
do (2)	I.G. Rs. 100-185.
Supervisory (1)	I.G. Rs. 150-225.

Supervisory	(2) I.G. Rs. 200-300 & 260-350.
do	(3) I.G. Rs. 300-400.
do	(4) I.G. Rs. 360-500.

As the rates of basic wages of the different categories compare favourably with the prevailing rates of wages in the engineering industry in the region, we see no reason to interfere with them.

279. *Minor engineering concerns.*—Except the Hyderabad Iron and Steel Works which employs 58 workers all other minor concerns employ less than 50 workers. The wage rates in these vary from concern to concern. Most of them are proprietary concerns. In the majority of them there is no proper classification of the workers. The wages paid are consolidated. The system of payment also varies from unit to unit. In some, the daily rate system prevails while in others the monthly. In the absence of standardised designations it is difficult to fix uniform rates of wages for all these concerns. However, from our study of the various units of this industry during our visits to the factories we have found that they generally comprise of the following occupations :—

1. Chargeman.
2. Leading hand.
3. Fitter.
4. Turner.
5. Machineman.
6. Carpenter.
7. Painter.
8. Blacksmith.
9. Tinsmith.
10. Welder.
11. Moulder.
12. Electrician.
13. Mechanic.
14. Boiler maker.
15. Hammer Man.
16. Helper.
17. Cleaner.
18. Assistant Fitter, Assistant Turner, Assistant Machineman and Assistant Carpenter.
19. Mazdoors and coolies.

280. Occupations 1 to 14 enumerated above are generally classified as skilled ; No. 15 to 18 as semiskilled and 19 that is to say, mazdoors and coolies as unskilled. The chargeman and leading hand are generally highly skilled.

281. We feel that these small engineering concerns should have some system of classification. The workmen should be properly designated and their duties defined. Here also we feel that the occupations should be classified into four broad categories, viz., highly skilled, skilled, semiskilled and unskilled.

282. After taking into account the size and financial resources of these concerns and also keeping in view the general wage rates prevailing in smaller industrial establishments in the region we recommend the following rates which in our opinion are fair and reasonable :

Highly skilled	.. I.G. Rs. 2-12-0—0-4-0—4- 0-0.	} Per day
Skilled grade I	.. I.G. Rs. 2- 2-0—0-3-0—2-14-0.	
do II	.. I.G. Rs. 1- 8-0—0-2-0—2- 8-0.	
do III	.. I.G. Rs. 1- 6-0—0-2-0—1-12-0.	
Semiskilled	.. I.G. Rs. 1- 2-6—0-1-6—1- 8-0.	
Unskilled	.. I.G. Rs. 1- 0-0—0-0-6—1- 2-6.	

283. *Distilleries.*—The present classification of employees of the Government Distilleries at Narayanguda and Kamareddy is as follows :

Occupations	Classifications	Wage scales
		I.G. Rs.
Asst. Distillers	} Supervisory Grade I	90-3-105-3½-140
Lab. Assistant		
Supervisors ..	.. Supervisory Grade II.	65-2½-90
Shift supervisors ..	.. Skilled Grade I	65-2½-90
Boiler Mechanics, Power House Attendants, Turbine Driver, Electrician.	} Skilled Grade II	50-2-60-2½-65
Boiler Attendants, Fitters, Carpenters, Blacksmiths, Switch Board Attendants, Pumpdriver, Oilmen, Still Attendants.		
Stillmen ..	.. Semiskilled Grade I	35-1½-50
Firemen ..	.. Semiskilled Grade II	26-1-33-1¼-38
Mazdoors and Kamaties ..	.. Unskilled	18-½-21-1-26
Kamatans and Scavengers ..	.. do	18-½-21

The present classification in these two distilleries appears to be on a proper basis except that the shift supervisors have been classified as skilled grade I, but in view of the nature of their duties they should be placed under supervisory category. The semiskilled class is divided into two grades and still-men who are in the grade of I.G. Rs. 35-1½-50 have been classified as semiskilled grade I whereas boiler attendants, fitters, carpenters, blacksmiths, who are in the same grade are classified as skilled grade III. This is anomalous. The still-man in a distillery is expected to attend to minor mechanical troubles like renewing of gland packings to pumps, etc., and also to be able to read and write. In view of this we are of the opinion that this occupation should be placed under skilled category. The semiskilled should have only one grade.

284. The workers have represented that certain jobs such as digging of moha flowers at the ware-house, cleaning of stills, unloading of coal and feeding of boilers, etc., are heavier and more strenuous and hence the workers on these jobs should get higher remuneration than those who do comparatively lighter jobs. The General Manager of the Government Distilleries informed the Committee that the same set of workers is not engaged on heavy jobs for all the time, but they do the work by rotation. Thus, each worker has to do the heavy work only for an hour or two per day. In our judgment it is difficult to differentiate between the jobs of unskilled as heavy and light, especially when, as stated by the management they are interchangeable. *नियमित नयन*

285. Having considered the degree of skill and other relevant factors we propose to classify the different occupations in the distilleries of Narayanguda and Kamareddy as follows :

<i>Occupations</i>		<i>Classifications</i>	
Asst. Distillers, Lab. Assistants	} .. ..	.. Supervisory Grade I.	
Supervisors and Shift supervisors	} .. ..	.. Supervisory Grade II.	
Boiler Mechanics, Power House attendants, turbine drivers, electricians.		Skilled Grade I	
Boiler Attendants, Pump drivers, Switch board attendant, Fitters, Oilmen, Carpenters, Stillmen, Still attendants, Blacksmiths.		Skilled Grade II	
Firemen, Asst. Still attendants	.. ..	.. Semiskilled.	
Mazdoors, Kamaties, Kamatans, Scavengers, special liquor mazdoors.		Unskilled.	

We have recommended I.G. Rs. 26 as a basic wage for the unskilled category and also that men and women should get an equal wage for doing the similar work. Therefore, keeping in view the rates of wages paid to categories other than the unskilled in other industries in the region and also in the neighbouring areas (*vide* statement in Appendix XXII) we consider the following wage scales for the employees of the Government Distilleries as just and reasonable :—

Classifications	Present grades	Proposed grades
	I.G. Rs.	I.G. Rs.
Supervisory Grade I	90-3-105-3½-140	95-4-115-EB-5-150.
Supervisory Grade II ..	.. 65-2½-90	75-3-105
Skilled Grade I ..	.. 65-2½-90	} 55-2½-75 (Skilled Grade I)
Skilled Grade II ..	.. 50-2-60-2½-65	
Skilled Grade III ..	} 35-1½-50	Skilled Grade II
Semiskilled Grade I ..		
Semiskilled Grade II ..	.. 26-1-33-1¼-38	Semiskilled. 30-1-40
Unskilled ..	.. 18-½-21-1-26 18½-21	Unskilled. 26-1-30

286. *Government Power Alcohol Factory, Shakarnagar.*—The Government Power Alcohol Factory, Shakarnagar is attached to the Nizam Sugar Factory and is controlled and managed by the management of the Nizam Sugar Factory. The classification and the wage scales of workmen employed in the Government Power Alcohol Factory are similar to that of the Nizam Sugar Factory. The existing classification of occupations with their wage scales is as given below :

Occupations	Classifications	Wage scales
		O.S. Rs.
Peons, Coolies, Drivers, Oilmen, Fitter-helpers and Chowkidars	} Unskilled	26-1-35
Mates ..		35-2-65
Yeast vessel attendants, Fermentation mates, Loading mukkadams, Lab. Assistants, Fitters	} Skilled 'A'	45-2½-80
Distillers .. ..		100-2½-160
Shift Chemists .. ..	} .. Supervisory 'A'	200-15-350
Distiller Incharge Assistant Chemists		300-25-600

Since the present emoluments of the employees of the Government Power Alcohol Factory are based on the wage scales obtaining in the Nizam Sugar Factory, the Award of the Labour Appellate Tribunal dated 9th August 1956, enhancing the emoluments of the employees by  $16\frac{2}{3}\%$  is applicable to these workers as well. As the wage scales recommended by the Labour Appellate Tribunal are just and reasonable, it is not advisable to interfere with them. As an appeal by the management of Nizam Sugar Factory is pending in the Supreme Court, it is desirable to await the decision of the said Court.

287. *Printing Industry.*—The Wage Board for Printing Presses did not deal with the question of categorisation and differentials. The Board's remarks on this subject are as follows :

“The question arises in view of the terms of reference if any changes should be made in the categories as fixed by the Pay and Service Commission. The Board while going into this question of categories has noted that while the Pay and Service Commission went into the question of categories and recommended changes the same was done by the Commission after a through enquiry and investigation into the question of categories. The Board had neither the time nor the technical personnel to go into the question. Since the question of categories bristles in technicalities, the Board has refrained from making any change from those recommended by the Pay and Service Commission.”

288. The Government Central Press is the only major press in the region and the Press of the High Court has now been merged into this. The University Press is controlled by the University authorities. The classification and differentials in the Government controlled and University Presses are based on the recommendations of the Technical Employees' Wages Committee which were later modified by the Hyderabad Pay and Service Commission. The basic wage of the unskilled employees was fixed on the recommendations of the Labour (Factory) Investigation Committee.

289. The Director Government Press in reply to the Committee's letter dated 20-12-1956 has stated that very recently the Cadre and Recruitment Rules for the Government Printing Press have been finalised by the Government and hence in his opinion no revision was necessary. Regarding our query as to what should be the differentials for various categories



assuming the basic wage of the least skilled operative to be" X the Director Government Printing Press replied as follows:

"Although query (2) regarding the differential is a highly specialised subject, the amateurish submission of this department in this connection ; whilst the basic minimum wage is fixed on living standard, on certain principles of social justice, etc., the grades in the various skilled categories have no relation with this basic minimum wage".

290. The Director Government Printing Press when examined by the Committee stated that Government presses in Bombay and Calcutta have a higher wage structure than that of the Hyderabad Printing Press, but the wage structure of the Hyderabad Government Printing Press was better than that of the Government Presses in Madhya Pradesh, Madras and Mysore. He also informed the Committee that the mono-type and inter-type operators in adjoining States like Madras and the former Andhra State are better paid than in the Hyderabad Government Press.

291. The workers' representatives contended that the basic wage rates for some categories of workers in the Government Press were lower than the rates prevailing in similar concerns in the adjoining States. They have pointed out that the basic wage rates for mono-type operatives in the Bombay Government Printing Press are much higher than in the Government Press of Hyderabad. Similarly they have pointed out that the grades of machine-men and compositors in the University and High Court presses are higher than in the Government Press.

292. The workers in the Government Press are in favour of classification of workmen on the basis of skill and in regard to differentials they stated that the difference in wages between different categories should be in the ratio of 2 : 3 : 6 : 8 and I.G. Rs. 35 should be the basic wage for the least skilled worker. We have carefully examined the information available on the subject, particularly the wage rates for different occupations in the Government Presses in the adjoining States. We have found that for certain occupational categories such as mono-type, inter-type operators and compositors, the rates of wages are comparatively low in this concern.

293. In the Government Press certain occupations in the skilled class have three or four grades. As a rule we consider the sub-division of the skilled class into more than

three grades as unnecessary, but in this particular case the reduction in the present grades will lead to certain complications upsetting completely the present wage structure which should be avoided. According to the Cadre and Recruitment Rules framed by the Government Press, the workmen are grouped under 9 grades with their wage scales as follows :

I.G. Rs.

Grades :	I. 18- $\frac{1}{2}$ -26.
	II. 26-1-40.
	III. 35-1 $\frac{1}{2}$ -50.
	IV. 50-2-60-2 $\frac{1}{2}$ -65.
	V. 65-2 $\frac{1}{2}$ -90.
	VI. 90-3-105.
	VII. 105-3 $\frac{1}{2}$ -140.
	VIII. 140-4 $\frac{1}{2}$ -176-EB-6 $\frac{1}{2}$ -215-EB-8 $\frac{1}{2}$ -300.
	IX. 215-8 $\frac{1}{2}$ -300-EB-12 $\frac{1}{2}$ -375.

294. Although the initial pay of grade I that is, the pay of the unskilled worker is shown as I.G. Rs. 18, the Director Government Printing Press informed the Committee that as a result of the implementation of the Rege Committee's recommendations no unskilled worker gets less than I.G. Rs. 22-4-6 as basic wage.

295. We fully agree with the Director Government Printing Press that any reduction in the number of existing grades might create problems difficult to solve. We have already dealt with the question of basic wage of the unskilled operative in Chapter V and have suggested that the minimum basic wage of an unskilled worker should be I.G. Rs. 26. Therefore, differentials for other categories of workers will have to be based on this basic minimum. In view of the fact that there are a large number of occupations in the Government Printing Press it would not be possible for us to examine and suggest specific scales for each post. Therefore, keeping in view the general level of wages in this region and wage rates for different occupations in similar concerns in the adjoining States (*vide* comparative tables showing wage rates in the Government presses in different States in Appendix XXVII) we recommend that the existing scales be replaced by the scales as detailed below :—

<i>Grades :</i>	<i>Present scales</i>	<i>Proposed scales</i>
	I.G. Rs.	I.G. Rs.
I.	18- $\frac{1}{2}$ -26.	26-1-30.
II.	26-1-40	30-1-45.
III.	35-1 $\frac{1}{2}$ -50	40-2-60.
IV.	50-2-60-2 $\frac{1}{2}$ -65	60-3/2-75.
V.	65-2 $\frac{1}{2}$ -90	75-3-105.
VI.	90-3-105	100-5-125.
VII.	105-3 $\frac{1}{2}$ -140	115-7-150.
VIII.	140-4 $\frac{1}{2}$ -176.	
	EB-6 $\frac{1}{2}$ -215	No change
	EB-8 $\frac{1}{2}$ -300	recommended
IX.	215-8 $\frac{1}{2}$ -300	do
	EB-12 $\frac{1}{2}$ -375	

296. *Newspaper and job presses.*—In Chapter VI we have dealt with the printing industry in general and also the financial aspect of newspaper and job printing presses in the area covered by the Wage Boards. In the paras above we have dealt with the Government controlled presses. Here we will deal with the categorisation and fixation of wages for different categories in the newspaper and job presses.

297. The striking feature of the industry is the wide variation among different units of the industry in respect of the size and financial resources. Generally, the smaller units are proprietary concerns owned by an individual or by some partners. The nature of the work of the various occupations and employments in the industry has come to be determined by conventions and usages. The standard of work, quality as well as quantity of each occupation differs from one unit to another and even from machine to machine, due to differences in the nature of the job executed, type of machinery used, etc.

298. The service conditions in the major printing presses in the City of Hyderabad in which there were industrial disputes were settled by an Award of the Industrial Tribunal of Hyderabad dated 30th April 1952. The Tribunal fixed the basic wage rates and dearness allowance for certain occupations in the newspaper and job presses but during our enquiry it was pointed out to us that the Award was not implemented in many of the presses and the workers are still being paid wages lower than those awarded by the Industrial Tribunal.

299. For the purpose of fixing wages for different categories of workers, having regard to variations in size, the nature of work and financial resources of these printing presses, in our opinion the best course would be to divide them into class A and B and prescribe different set of wage scales for each class (See Appendix XXVIII). The A class presses will have incremental wage scales whereas the B class will have only the basic occupational wage. The occupations in the industry will have to be grouped under different categories according to the degree of skill and other relevant factors such as strain involved, etc.

300. At present there are about 29 occupations in the newspaper and job presses which are as follows :—

1. Compositor.
2. Junior Compositor.
3. Foreman Compositor.
4. Distributor.
5. Machineman.
6. Junior Machineman.
7. Machine Foreman or Overseer.
8. Machine Boy.
9. Binder.
10. Junior Binder.
11. Binder Boy.
12. Proof Reader.
13. Proof Boy.
14. Copy Holder.
15. Treadleman.
16. Litho-Foreman.
17. Lino-Operator.
18. Engraver.
19. Helper (Composing section).
20. Helper (Machine Section).
21. Helper Binder.
22. Casting Boy.
23. Composing Boy.
24. Watchman.
25. Foundry Foreman.

26. Carpenter.
27. Sangsaz.
28. Casting Helper.
29. Cleaner.

In view of the large number of occupations it is not possible for us to examine each occupation and fix a wage for it within the time at our disposal. Therefore, we have classified the occupations broadly into four categories :—

1. Supervisory.
2. Skilled Grade I.
3. Skilled Grade II.
4. Unskilled.

The above 29 occupations are divided into these four categories as follows :—

<i>Occupations</i>	<i>Classifications</i>
Foreman Compositor Machine Foreman or Overseer	Supervisory.
Compositor, Machineman Binder, Proof Reader, Treadleman, Litho-Foreman, Lino-Operator, Foundry Foreman, Carpenter, Sangsaz.	Skilled Grade I.
Junior Compositor, Junior Machineman, Distributor, Junior Binder, Copy Holder, Engraver, Casting Helper.	Skilled Grade II.
Helper (Composing, Machine & Binder) Cleaner, Boy (Composing, Casting, Machine, Proof and Binder) Watchman.	Unskilled.

301. Giving due consideration to the unsatisfactory financial position of the industry and also to other factors as also to the rates of wages for similar categories in the smaller printing presses of other States (*vide* statement in Appendix XXIX), we recommend the following wage scales for the newspaper and job printing presses.

302. All the unskilled adult workers will be paid I.G. Rs. 26 as basic wage and the boy workers below 18 years will get I.G. Rs. 18 or about 2/3rd of the basic of an adult unskilled worker.

<i>Class</i>	<i>Wage Scale</i>
	I.G. Rs.
Supervisory	.. 75-3-105.
Skilled Grade I	.. 50-2½-90.
Skilled Grade II	.. 30-1¼-45.
Unskilled	.. 26-1-30.

303. For the units of the industry which come under class B we do not recommend incremental wage scales. They will be paid only the minimum wage fixed for the category under which the particular occupation is placed. The status quo ante will be maintained where the basic wage of any category or occupation is higher than the one recommended by us.

304. *Cotton Textiles.*—The Wage Board for Cotton Textiles appointed by the former Hyderabad Government in the year 1953 which submitted its report to Government in 1955, considered in considerable detail the wage structure in these two mills and also took expert technical advice of technical assessors as also of the well known firm of Ibcons. Their finding briefly was as follows :

305. “The minimum basic wage in the Aurangabad mills, M.S.K. Mills and D.B.R. Mills is O.S. Rs. 26 per month or I.G. Rs. 22-4-6, while it is O.S. Rs. 30 or I.G. Rs. 25-12-0 per month in the Osman Shahi Mills and Azamjahi Mills..... The minimum basic wage at Sholapur, Madhya Pradesh and Madras is Rs. 26 per month. The Tripartite Textile Enquiry Committee, Madras (1953) recommended a minimum basic wage of Rs. 30 per month..... Two bigger units are agreeable to fixing I.G. Rs. 26 as the basic minimum on the Sholapur model while the other two have suggested in their replies to the questionnaire that the wages of all occupations might be fixed on the same basis as has been laid down by the Industrial Court for the mills in Sholapur, less 16⅔%..... Now if we compare the basic wages of all the adjacent textile centres, as given below, no other conclusion can be drawn

than that the labour in the textile industry of the Hyderabad State is much under paid.

			I.G. Rs.
Hyderabad	..	..	22-4-6
Bombay	..	..	30-0-0
Ahmedabad	..	..	28-0-0
Sholapur	..	..	26-0-0
Madhya Pradesh	..	..	26-0-0
Madras	..	..	26-0-0
Mysore	..	..	19-8-0

“ There ought to be some cogent reason for this, and some reason, acceptable to an independent judge to permit it to be continued. . . . . but there is no denying the fact that all the units of textile industry, barring those of Mysore, have all along paid I.G. Rs. 26 and more as basic wage and about 1½ times more dearness allowance, have not collapsed, but managed to pay dividends, and have the where-with-all to survive and flourish.” The Board concluded by saying “ we feel justified in adopting the model of the Nagpur Award 1948 with some modifications for workloads, wages and differentials and to fix I.G. Rs. 26 a basic wage.”

306. As regards dearness allowance for cotton textile mills, the Board has observed as follows: “ On a basic wage of I.G. Rs. 26 per month that we have recommended on 1939 price levels, considerably reduced dearness allowance at 50 per cent neutralisation works out to I.G. Rs. 32-8-0 per month, taking the cost of living index in Hyderabad as 350 during 1954. The Chairman, therefore, recommends a dearness allowance of I.G. Rs. 32-8-0 per month for all the workers of the textile mills in Hyderabad city. The Azamjahi Mills and the Osman Shahi Mills on account of the usually higher cost of living at Warangal and Nanded should pay in future I.G. Rs. 38-14-0 and 38-3-0.”

307. There is no question of categorising the workers in the two units of the industry which are situated in the residuary State of Hyderabad, namely, at Hyderabad city and at Warangal, as in the cotton textile industry generally the wage differentials are fixed according to occupational nomenclatures. In appendix IX we give a table showing the time and piece rates for

different occupations in the D.B.R. Mills at Hyderabad and in those at Azamjahi Mills Warangal. We also give in juxtaposition the wage rates fixed for the different occupations in the mills at Sholapur according to the Standardisation Scheme published in the Industrial Court Reporter, October-December 1948, under the Award of Justice K.C. Sen in the year 1948.

308. All over the country there has been during the last few years, a tendency to standardise wages on a region-cum-industry basis in some of the organised industries such as cotton textiles. In the two mills in the residuary State of Hyderabad, namely, the one in Hyderabad city and the other in Warangal which are only about 90 miles away from one another, wide disparities in the wage levels prevail in the basic wages of all categories of workers as also in the quantum of dearness allowance and in the amenities and perquisites supplied. Purely from the technical and trading points of view there is no rhyme or reason why such difference should exist. The nearest well established cotton mill centre from Hyderabad is Sholapur. In that centre the climatic and other conditions are similar to those prevailing in the residuary State of Hyderabad. Although some of the units in Sholapur were extremely weak from the financial, technical and managerial point of view, all the mills in Sholapur have adopted the standardisation scheme of 1948 and no disaster has followed although when the scheme was being discussed apprehensions were expressed that the industry would be ruined. Apart from certain temporary dislocations which have been caused due to the imposition of central excises, the future of the industry as a whole is bright and we have no hesitation in recommending that the two mills in the residuary State of Hyderabad should immediately adopt the Sholapur Standardisation scheme in toto.

309. *Cigarette Industry.*—The members of the Wage Board for the Cigarette Industry could not come to any unanimous opinion on the question of categorisation and wage differentials and there was divergence of opinion in respect of the method of classification and also the principle for fixing wage differentials. The observations of the Wage Board in this regard are as follows :—

“ We have stated in Chapter VI that we have experienced great difficulty in determining the basis on which wage differentials should be fixed. This difficulty was enhanced all the more as there is no unanimity of opinion among us in this matter.”



The Wage Board could not arrive at any definite conclusion on the subject and hence left the issue undecided by saying "In view of the difficulties mentioned above we recommend that the basic wage for different categories of workers other than the unskilled should be decided by the parties themselves."

310. In the region covered by the Committee there are three units viz : the Vazir Sultan Tobacco Company Ltd., the Deccan Cigarette Factory and the Hind Tobacco Company Ltd. Different systems of classifications of workers obtain in these three units. In the Hind Tobacco Company and the Deccan Cigarette Factory the workers are classified into four categories based on degrees of skill, that is to say, highly skilled, skilled, semi-skilled and unskilled. In the Vazir Sultan Tobacco Company Ltd., a different system of classification prevails. The Company has classified its workers as clerical staff and class A workmen and class B workmen. Clerical staff and class A workmen are monthly rated whereas class B workers are daily rated. A list of occupations with the prevailing classification is given in Appendix X. The Company does not classify its workers as unskilled, semiskilled, skilled. The wage scales are based upon designation and on the relative skill and responsibility, etc. The representatives of the management are of the view that in the cigarette manufacturing processes the work is of such a nature that the workmen of different skill are employed on one machine and the management does not consider it practicable to undertake the grouping of the various occupations (designations) in the factory into the rigid classification of skilled, semiskilled and unskilled.

311. The workers' representatives though favouring the classification of workers into four broad categories on the basis of degrees of skill, agree to the continuance of the present classification until an attempt is made at job evaluation and standardisation. The management in their reply to our memorandum have stated that job evaluation work is being carried out in the concern by a joint committee consisting of representatives of the management and the union. It may be noted that the existing classification of workers and the wage structure in this concern are based on an agreement dated 6th January 1953 entered into by the workers and the management of the concern. The wage scales for different categories of workers are shown in Appendix X.

312. Since job evaluation work is being carried out in the concern by a joint committee of both the management and

labour it would not be advisable to suggest any change in the present system until a scientific system is evolved. The prevailing system of classification is similar to the one obtaining in the cigarette manufacturing concerns of the Imperial Tobacco Company.

313. As regards the wage scales for different categories, in our opinion, the prevailing scales are reasonable and compare well with the prevailing rates of wages for similar categories in other industries in the region as also in the neighbouring regions. As far as women's wages are concerned, this subject has been dealt with by us in Chapter V. We have recommended an equal wage for men and women doing similar work. Hence, the management of the Vazir Sultan Tobacco Company should not differentiate in the matter of wages merely on the basis of sex.

314. The other two units in the industry, viz., The Deccan Cigarette Factory and the Hind Tobacco Company are smaller units. There is no comparison between the Vazir Sultan Tobacco Company and these two concerns. In these units the workers are classified into unskilled, semi-skilled and skilled. The following table shows the existing wage position for different categories in these two concerns :

	Skilled	Semiskilled	Unskilled
*Deccan Cigarette Factory.	Cigarette Machine Operators: I.G. Rs. 55-11-5— 4-4-7— 77-2-3	Junior Machine Operators and Printing Machine Operators: I.G. Rs.30-0-0— 1-4-7—42-13-9	Hammals : I.G. Rs. 23-2-3— 0-13-9— 25-11-9 Helpers, Workers: I.G. Rs. 22-4-6— 0-13-9— 25-11-9 Women : I.G. Rs. 18-0-0— 0-13-9—21-6-11
Hind Tobacco Company	I.G. Rs. 50-90	Men: 32-47 Women: 26	Men: 24-26 Women: 23-25

\*Deccan Cigarette Factory :

Supervisory (1) Section Formen : I.G. Rs. 58-12-4  
(consolidated)  
(2) I.G. Rs. 55-11-5—4-4-7—77-2-3—per month.

The wages paid to their workmen by these two concerns are very low. Having regard to the size, production, sales and financial resources of these two units we cannot recommend uniform rates of wages for all the three units of the industry in the region covered by the Committee. Keeping in view the rates of wages prevailing in other industries in the locality we recommend the following pay scales for different categories in Hind Tobacco Company and the Hyderabad Deccan Cigarette Factory.

	I.G. Rs.	
Unskilled ..	..	26-1-30.
Semiskilled ..	..	30-1½-45.
Skilled ..	..	45-2½-65-5-90.
Supervisory category ..	..	60-5-90.

315. *Sugar Industry.*—In the region covered by this Committee there is only one unit of this industry, viz., the Nizam Sugar Factory. The occupations in the concern have been classified into four categories based on degrees of skill. A list of occupations with existing classification and wage scales for each category is given in Appendix XXX.

316. The workers' representatives as well as the management, favour classification of occupations into the aforesaid categories based on degrees of skill. In reply to our questions the Sugar Factory Mazdoor Sabha has suggested the following wage scales for different categories of workmen in this concern :

	I.G. Rs.	
Unskilled ..	..	30-2-50.
Semiskilled ..	..	50-3-80.
Skilled ..	..	75-5-150.
Highly skilled ..	..	125-10-225.
Supervisory ..	..	200-15-455.

The workmen have also submitted a statement showing classification of employees based on a recent agreement entered into by the workers and the management of the factory which was also filed before the Labour Appellate Tribunal in an appeal against the Award given by Shri J. A. Pinto, Industrial Tribunal of Hyderabad.

317. The Appellate Tribunal decided the appeal on 9th August 1956 (published in Hyderabad Government Gazette dated 20-9-1956). Regarding the agreed list of classification filed by the parties, the Labour Appellate Tribunal observed as follows :—

“The parties have filed an agreed list of classifications of certain categories of workmen on the merits. . . . . We have examined the papers and adopt the classification of several categories as agreed between the parties and a copy of the agreed classification signed by the parties on 31st May 1956 will form part of this decision”. (1)

The Labour Appellate Tribunal also fixed wage scales for different categories of workers. The observations of the Labour Appellate Tribunal in respect of revision of the wage scales for unskilled as well as other categories are as follows :

“We are of the view that for a concern of this kind, we ought to give a minimum basic wage for the unskilled of Rs. 26 I.G. and the scales should be Rs. 26 I.G. rising by annual increment of 8 annas to Rs. 30 I.G. and we direct accordingly. This will be an improvement on the existing scale. Rs. 35 O.S. is equivalent to Rs. 30 I.G. . . . We have no desire to create any sudden upheaval and we are of the view that justice will be done if we were to increase the several scales (apart from the minimum to which we have referred) by converting them from O.S. currency to I.G. currency. That will give a fair measure of advancement roughly 16½ % and we direct accordingly”. (\*)

The Labour Appellate Tribunal also gave its finding with regard to the wages of piece rated workers.

318. We are not inclined to interfere with the decision of the Labour Appellate Tribunal in respect of classification and basic wage scales as we feel that they are just and reasonable. We are told that the decision of the Labour Appellate Tribunal has not yet been implemented as the management have preferred an appeal to the Supreme Court. In view of this it is advisable to await the decision of the Supreme Court.

319. *Glass Industry.*—In the region covered by the Wage Board for Glass Industry there are only two units viz : the Taj

(1) Hyderabad Government Gazette dated 20-9-1956, page 1140.

\* Ibid page 1140-1141.

Glass Works and the Kohinoor Glass Works. At present the Taj Glass Works has closed its production department and connected sections.

320. In regard to the classification of workers the findings of the wage board are as follows :

“We have visited both the factory to study the working conditions and the nature of work that the operatives are called upon to discharge in various departments. We saw them at their work and examined the entire process carefully. Besides, we examined Mr. Semlak and Mr. A. N. Singh, who have great experience and were well versed in this Industry. These witnesses have explained the minutest details of the work which the operatives are expected to carry out. In the light of these statements we have examined the categories under which the various workers are placed. We are satisfied that the distinction between the unskilled, semiskilled and highly skilled is quite in keeping with the nature of work. But even in these categories of workers there are further distinctions having regard to the strain and environment and this cannot be easily ignored.”

A list of present occupations with their classifications is given in Appendix XXXI.

321. Having regard to the unhappy financial conditions of the units in this industry and other relevant factors such as rates of wages prevailing in this region and also in comparable concerns in the neighbouring regions the Wage Board recommended the following wage scales for the different categories :

Unskilled	.. I.G. Rs. 24-6-0—0-6-0—28-2-0.
Semi-skilled Grade II.	I.G. Rs. 28-1-33.
Semiskilled Grade I ..	I.G. Rs. 30-2½-40.
Skilled Grade II	.. I.G. Rs. 40-3-55.
Skilled Grade I	.. I.G. Rs. 55-5-60.
Highly skilled, such as Foreman, etc.	I.G. RS. 85-5-135.

322. We have carefully considered the recommendations of the Wage Board in the matter of classification and also of wage differentials. As regards the basic wage of an unskilled worker we have recommended a basic wage of I.G. Rs. 26 for the unskilled category in all the industries. Therefore, the

unskilled worker in this industry also should not get a wage lower than I.G. Rs. 26 per month. The incremental scale will be I.G. Rs. 26-1-30.

323. Regarding semiskilled workers, during our visits to Kohinoor Glass Factory and other units of various industries, we found, that the nature of work assigned to semiskilled class is such that, it would not be proper to have more than one grade in this category. Therefore, we are of the opinion that in the glass industry the semiskilled class should consist of only one grade. Accordingly, we recommend that instead of two grades recommended by the Wage Board the semiskilled class of workers be placed in one continuous grade as under :

<i>Semiskilled Class</i>	<i>Proposed by the Wage Board</i>	<i>Recommended by the Committee</i>
	I.G. Rs.	I.G. Rs.
Grade II ..	28-1-33	28-1-35-2½-40.
Grade I ..	30-2½-40	

324. As regards the wage scales for the skilled and highly skilled categories, we suggest no change in the scales proposed by the Wage Board.

325. *Clay Works*—The Wage Board for Glass and Clay Industries having classified the workers into the broad categories of skilled, semiskilled, unskilled and supervisory have recommended the following scales of basic wages for different categories :

Unskilled Grade I .. I.G. Rs. 24-6-0—1-4-0—28-2-0.

Unskilled Grade II .. I.G. Rs. 24-6-0—1-0-0—35-6-0.

Unskilled (women workers) .. I.G. Rs. 18-11-0—1-0-0—24-6-0.

Semiskilled Grade I .. I.G. Rs. 35-3-50.

Semiskilled Grade II .. I.G. Rs. 30-2-40.

Semiskilled Grade III .. I.G. Rs. 28-1-34.

Skilled Grade I .. I.G. Rs. 50-5-85.

Skilled Grade II .. I.G. Rs. 40-3-55.

Supervisory Staff & Clerks Grade I I.G. Rs. 30-3-45-EB-4-65.

Grade II I.G. Rs. 50-5-75-EB-5-85-5-130.

Grade III I.G. Rs. 135-7/8-225.

326. As regards the basic wage of an unskilled worker we have dealt with the subject in Chapter V and have recommended I.G. Rs. 26 per month for 26 working days. We are also of the opinion that there should be no difference in the wages of male and female workers when the nature of work performed by them is the same. Therefore, we recommend the scale of I.G. Rs. 26-1-30 for all unskilled workers.

327. As regards wages of the semiskilled class we feel that it would not be proper to have more than one grade for this category, because the work performed by all of them is almost the same. Therefore, we recommend the following wage scales for this category of workers:

I.G. Rs. 30-1-40.

The workers in the skilled category may be placed in the following grades :

	I.G. Rs.
Skilled grade II .	40-2-60.
Skilled grade I ..	55-2½-75.
Supervisory category	75-3-105.

328. *Paper Industry.*—There is only one unit of the industry in the region covered by the Committee, viz., the Sirpur Paper Mills Ltd. The present wage structure is based on an agreement entered into between the management and the workers of the concern dated 14th September 1955. All the occupations in this concern are classified into four categories, viz., unskilled, semiskilled, skilled and highly skilled. A list of occupations with the existing classification is given in Appendix XXXII.

329. The basic wage scales for the different categories of workers are as follows :

	I.G. Rs.
Unskilled ..	30-1-35.
Semiskilled ..	35-2-65.
Skilled ..	45-2½-70.
Highly skilled 'B'	O.S. Rs. 80-4-120.
do 'A'	O.S. Rs. 124-6-160.

The Committee feels that the basic wage rates for different categories of workers in this concern are reasonable and compare well with the prevailing rates of basic wages for similar

categories of workers in other industries in the region and also in neighbouring regions. Therefore, we see no reason to suggest any modifications in the existing classification and wage rates obtaining in this concern.

330. *Rayon Silk Industry*.—The Wage Board for this industry recommended a classification of workers into broad categories of highly skilled, skilled, semiskilled and unskilled. However, the occupations have not been fitted under each classification. The Board's observations in this connection are as follows :—

“This we could not do as the nature of work by different categories of workers has not been assessed by the management as they appear to have not yet reached that stage. This becomes all the more difficult in the absence of the technical expert. However, in view of the fact that the Government desire us to suggest some basis for the fixation of wages for different categories of workers when the factory goes into production, we propose to recommend generally the wages that should be fixed for these categories of workers also (para 70).

The U.P. Labour Enquiry Committee fixed Rs. 30 the minimum wage for an unskilled worker and recommended Rs. 40 for semiskilled, Rs. 50 for skilled and Rs. 75 for highly skilled workers. The Tripartite Textile Enquiry Committee, Madras (1953) recommended Rs. 30 for unskilled, Rs. 35-11-0 for the lowest semiskilled, Rs. 44-10-0 for the lowest skilled and Rs. 58-7-0 for Special grade workers. Taking all these factors into consideration we recommend I.G. Rs. 35 per month for semiskilled, I.G. Rs. 45 for skilled and I.G. Rs. 80 for the lowest paid highly skilled workers (para 71).

We also recommend that grades of different categories of workers should be decided by the parties concerned in such a manner that the existing grades are not adversely affected.”

331. In the region covered by this Committee there is only one unit of this industry, viz., the Sir Silk Ltd., at Sirpur-Kagaznagar. The Company pays to its unskilled worker a total wage of I.G. Rs. 52-4-0 per month split up into a basic wage of I.G. Rs. 30 and dearness allowance of I.G. Rs. 22-4-0. The wages of the unskilled workers have been fixed by an agreement dated 22-9-1955 entered into between the



management and the Union. The other categories of workers are paid consolidated wages. A list of occupations with the existing wage rates is given in Appendix XXXIII.

332. The Company in their memoranda dated 16-1-1957 have stated that the question of fixation of wages for the skilled and the semiskilled workers is now before the Industrial Tribunal.

333. The workers' representatives have stated that although some of the workers like weavers were getting a high wage, the wages are lower than in other factories. They were however, unable to submit any comparable data.

334. From the comparable data available to us, it is evident that the wages in Sir Silk Ltd., are lower for different categories compared to those in the Rayon Silk Factory, Kalyan, whereas the wages of the least skilled worker, in Sir Silk Ltd. are I.G. Rs. 52-4-0, in the Rayon Silk Factory, Kalyan, it is Rs. 90-0-0.

335. In view of the fact that the question of classification and wage scales for the categories other than unskilled is pending adjudication, we do not consider it advisable to express our views in a matter, which is subjudice. It is desirable to await the Award of the Tribunal on these issues.

336. *Chemicals and chemical products.*—The Wage Board for the Chemical Industry classified the workers in the industry into four broad categories, viz., highly skilled, skilled, semi-skilled and unskilled.

337. Having examined the financial position of the Hyderabad Chemicals and Pharmaceutical Works, the Board proposed the wage scales for different categories in the concern. The observations of the Board in this connection are as follows :

“Having given due consideration to its paying capacity as detailed above we recommend the following scales to all the workers in this Company :—

1. All unskilled workers such as filler, labellers, bottle washers, grinders, packers and the other unskilled workers in the manufacturing process and ampule section should be placed in the grade of I.G. Rs. 24-6-0 to 36-14-0, with an annual increment of of Rs. 1-4-0.

2. The semiskilled workers such as workers engaged in the filling of ampules, etc., should be in the grade of I.G. Rs. 35 to Rs. 45 with an annual increment of Rs. 2.
3. The skilled workers such as boiler-men, etc., should be in the grade of I.G. Rs. 45-5-(1)-65-EB-5-(1)-85."

The Board recommended the above wage scales for two other units of the industry, viz., the Deccan Ayurvedashram and J. and J. De Chane.

338. As regards the Hyderabad Chemicals and Fertilizers Limited the Board was of the opinion that the rates of wages for different categories in this concern were reasonable and compared well with the prevailing rates of wages in the industry and hence it did not interfere with the wage scales of the concern. The existing wage scales for different categories in the Hyderabad Chemicals and Fertilizers Ltd., are as given below :

*Unskilled workers :*

		<i>Per day</i> I.G. Rs.	
Group 'A'	..	.. 1- 0-4	} At 10% yearly increment up to Rs. 45
Group 'B'	..	.. 0-15-6	
Women workers	..	.. 0-8-7	With 10% yearly increment up to Rs. 35

*Semiskilled workers :*

Group 'A'	..	.. 1-2-11	} At 10% yearly increment up to Rs. 65
Group 'B'	..	.. 1-1-2	

*Skilled workers :*

Group 'A'	..	.. 1-9-9	} At 10% yearly increment up to Rs. 100
Group 'B'	..	.. 1-6-4	
Group 'C'	..	.. 1-4-7	

*Artisans:*

Group 'A'	..	.. 1-13-2	} With 10% yearly increment up to Rs. 140
Group 'B'	..	.. 1-11-5	

339. We agree with the Wage Board that the rates of wages for the different categories of workers in this concern compare well with the prevailing rates of wages in this industry. But in regard to wages for women, in our opinion there should be no discrimination on the basis of sex. The principle of equal pay for equal work should be adhered to.

340. The Board has fixed the scale of I.G. Rs. 24-6-0 to Rs. 36-14-0 with an annual increment of Rs. 1-4-0 for the unskilled male workers and for women workers I.G. Rs. 19-8-0 to Rs. 27-8-0 for the following units :

1. The Hyderabad Chemicals & Pharmaceutical Works.
2. The Deccan Ayurvedashram Pharmacy.
3. J. & J. De Chane.

341. We have discussed at length in Chapter V the question of basic minimum wage and have recommended a basic wage of I.G. Rs. 26 per month for all unskilled workers in all industries. Therefore, we recommend the wage scale of I.G. Rs. 26-1-30 per month for the least skilled operatives for all the units in this industry. As regards wage scales for other categories we agree with the recommendations of the Wage Board and suggest no modifications.

## CHAPTER VIII

### PAY SCALES AND GRADES OF CLERICAL ESTABLISHMENTS

342. The Committee's terms of reference also include the fixation of basic pay and dearness allowance for the clerical staff. The question of the remuneration of this class of employees in Government service has already been enquired into by bodies such as the Central Pay Commission and Industrial Tribunals, especially constituted to adjudicate upon the issue relating to the pay scales of employees of Banks, Post and Telegraph Departments, etc. Several Industrial Tribunals have also gone into this question specially in connection with the fixation of wage scales of the clerical staff employed in industries.

343. The first important Award which dealt with the salaries of clerical employees was that of the late Justice Rajyadaksha in the dispute between the Posts and Telegraph Department, Government of India and its non-gazetted employees. The Award was given in July 1946 basing on the requirements of the employees concerned during the year 1945. Mr. Justice Rajyadaksha accepted the suggestions made by Mr. S. R. Deshpande, the then Director of the Central Government Scheme for preparing cost of living indices for India (now a Member of this Committee) that the lower middle class family budget should be co-related with the working class family budget by the application of a co-efficient, namely, 80 per cent more than

the requirements of a working class family consisting of three consumption units. (1) The Central Pay Commission taking all aspects into consideration has made the following observations in this regard : "As regards the middle class employees the suggestion that Rs. 90 per mensem (made of up Rs. 55 as basic pay and Rs. 35 as dearness allowance) would be a minimum wage was agreed to by the majority, one of them adding a proviso that in the more costly industrial cities, the addition for house allowance and the City allowance to this class of people should at least amount to Rs. 15." (2).

Following are the observations made by the Hyderabad Pay and Service Commission(3) in this connection :

"While laying down this minimum qualification for a clerk in the lowest order of the ministerial service, *i.e.*, 3rd grade posts, we were next concerned with what might be regarded as a fair remuneration for this class of employees. We are agreed that so far as the necessities of life are concerned they will not vary much for the family of a junior clerk who has just entered service from those of the family of an inferior servant, a mention of whom has already been made in paras 6 to 8 *supra*. The typical family here also may be assumed to consist of four adult units but we feel that due allowance should be made for the difference in conditions of living of the two and also to the education that a clerk has received in comparison with an inferior servant while calculating the living wages of the two. We have made liberal allowance for these factors and have come to the conclusion that about Rs. 80 including dearness allowance may be considered as a fair living wage for this class of employees. While suggesting this living wage we have kept in view the scales of pay which private employment offers to the matriculates and taking into consideration the security of tenure and such advantages as pension and provident fund and leave facilities, we feel that we have placed our clerks on a far higher footing than the clerks in outside employments".

In the region covered by this Committee the scales of pay for clerical staff employed in industries vary from industry to

(1) Bank Award : Government of India, Gazette Extraordinary, Part II, Section III, August 12, 1950, page 196.

(2) Report of the Central Pay Commission 1947, page 34.

(3) Report of the Pay & Service Commission, H.E.H. the Nizam's Government, Hyderabad, Dn. page 65.

industry and from unit to unit of the same industry. The basic pay of the lowest paid clerk ranges between Rs. 28 and Rs. 55 and the basic minimum pay of senior clerks ranges between Rs. 55 and Rs. 170. The smaller units of industry do not have incremental scales for their clerical employees. In the Government owned concerns the pay scales of the clerical staff are based on the recommendations of the Pay and Service Commission. A statement showing the scales of pay for different categories of clerical staff in different industrial establishments is given in Appendix XXXIV.

346. Some of the Wage Boards set up in 1953 in the form Hyderabad State have gone into this question. The Wage Board for the Cigarette Industry recommended I.G. Rs. 35 as the basic minimum pay for the lowest paid office clerk possessing a minimum qualification of Matriculation. The Wage Board for the Sugar Industry recommended I.G. Rs. 65 as the basic minimum wage for a clerk with a minimum qualification of Matriculation. The Wage Board for Textile Industry having kept in view the scales of pay of Government employees in Hyderabad State observed that there should be some difference between the scales of clerical staff in Government employment and those employed in industrial establishments in view of the fact that Government servants enjoy certain advantages such as security of service, leave amenities, etc. The Board recommended the following scales of pay :

<i>Grades</i>	<i>Categories</i>	<i>Scales of monthly pay</i>
		I. G. Rs.
1st grade	.. Head clerk .. .. .	275-15-350
2nd grade	.. Time-keeper, Cashier, Store-keeper, Assistant Head Clerk, Head Time-keeper, Head Piece-work Clerk, Godown Keeper, Statistics Clerk, Cotton selector. .. ..	180-10-320
3rd grade	.. Stenographer, Asst. Godown-keeper, Asst. Store-keeper, Asst. Cashier, General Clerk, Gate-keeper, Invoice Clerk, Railway Clerk, Winding Clerk, Sizing clerk, Weaving Clerk, Folding clerk, Asst. Time-keeper, Labour Office Clerk. .. ..	108-7½-180
4th grade	.. All other clerks except Ticket Checker Weaving, Stores, Clerk and Blow Room Clerk. .. ..	55-5-110
5th grade	.. Ticket Checker, Weaving Stores Clerk and Blow Room Clerk. .. ..	40-3-75

347. The Boards for Chemicals and chemical products and Glass & Clay Works have recommended two different sets of scales for these two industries. The scales proposed by the Boards are as follows :

Chemicals & chemical products.	Glass & Clay Industry.
Grade III I.G. Rs. 85-3-130	Grade I I.G. Rs. 30-3-45- EB-4-65.
Grade II I.G. Rs. 100-5-150	Grade II I.G. Rs. 50-5-75- EB-5-130.
Grade I I.G. Rs. 135-7½-225- EB-20-365.	Grade III I.G. Rs. 135-7½-225

348. It is now an established fact that a clerk, irrespective of his economic status determined on the basis of his income, is obliged to adopt a standard of life higher than that of an operative in a factory. The Labour Appellate Tribunal in its decision on the Bank Dispute has held that in the case of a middle class family to which a clerk belongs, 80% extra allowance over and above the pay packet of the least skilled worker is necessary in view of his higher standard of living and other requirements as against the workmen.

349. The All India Bank Award Commission headed by Mr. Justice Gajendragadkar of the Supreme Court has made the following observations on this subject : (1)

“In another section of this Report we have estimated that the pre-war cost of living of a worker would have been in the neighbourhood of Rs. 23. Therefore, if we add 80% to this figure, we get a figure of Rs. 41.4. That would have been the pre-war living cost of the family of the least-paid clerk. Assuming that the All-India cost of living index number today, as compared to pre-war, is about 350, and further assuming that full neutralisation of the rise in the cost of living were to be given, the pay of the least-paid clerks today should be Rs. 145. Another way of arriving at an estimate would be to take the pay packet we have arrived at for the operatives, at the current level of prices, and add 80% to it. This gives us a figure of 65 plus 52 or 117.”

350. In Chapter V, we have indicated that even with an ill-balanced and inadequate diet the total pay packet of the

least skilled operative works out to I.G. Rs. 65. If 80% extra is added to this, for minimum requirements of a clerk the total will come to Rs. 117, one factor has to be taken into consideration in this connection which is, that persons seeking employments as clerks in Government service or in private industries are, at the entry of their service, comparatively young bearing lighter family responsibilities than the workers. Normally, a Matriculate who joins service in a concern will be 18 or 19 years old. So, it will not be unreasonable to accept the Award of the Labour Appellate Tribunal in the Bank Dispute that the estimate of the pay packet of new entrants to a clerks' posts may be worked out on the basis of 2.25 consumption units. On this basis a clerk will require at least Rs. 87.75 or say Rs. 88 which figure might be split up into Rs. 50 as basic pay and Rs. 38 as dearness allowance.

351. In the light of the above discussion we recommend that the pay scale of third grade clerks should be I.G. Rs. 50-3-95-EB-4-135. In the case of persons with higher qualifications we recommend that under-graduates should be appointed on an initial pay of I.G. Rs. 70 in this grade and a graduate on I.G. Rs. 99. The scale of pay of a second grade clerk should be I.G. Rs. 125-5-155-EB-7½-200. As the quality of work expected of this category is superior in character we recommend that while direct recruitment is made only graduates should be appointed. The scales of pay for first grade clerks or superintendents or chief clerks should be I.G. Rs. 200-10-300-EB-15-375.

352. For such of the industries and their units whose financial position is not so satisfactory as to adopt the above scales we propose the following :

Third grade clerks	.. I.G. Rs. 50-2½-65.
Second grade clerks	.. I.G. Rs. 65-3-95-EB-4-155.
First grade clerks	.. I.G. Rs. 150-5-180-EB-7½-225.

353. As regards the rates of dearness allowance we recommend for the above scales the following :

Third grade clerks	.. I.G. Rs. 38 per month.
Second grade clerks	.. I.G. Rs. 43 per month.
First grade clerks	.. I.G. Rs. 48 per month.

354. *Placing of old Incumbents in new scales.*—The number of persons employed in different grades as well as the allocation in each grade should be determined by the management in

consultation with the Unions concerned. So far as the placing of old incumbents in the new scales is concerned, following will be the *modus operandi*.

(1) Clerks drawing basic pay which is higher than the initial pay laid down by us should be placed in the new scale at the next stage of the increment, calculated on the basic salary drawn on 1st January 1957.

(2) Clerks who have put in more than 5 years service in a concern in a particular grade will be entitled to an additional increment in that grade.

(3) In no case the emoluments of an old employee shall be reduced.

## CHAPTER IX

### SUMMARY AND CONCLUSIONS

355. We may now re-state briefly the position regarding wages and dearness allowance in the industries covered by the Wage Boards and indicate our general conclusions.

356. This enquiry and report covered a period of about six months from 1st November 1956 to the end of April 1957. Since we had to re-examine the reports of the Wage Boards which had already gone into the various problems concerning our enquiries with various degrees of thoroughness, we have only tried to fill the lacunae in them by making certain fresh investigations although on the main question of basic wages and dearness allowance we have endeavoured to cover a great deal of fresh ground as our approach to the problems has been different from that of the Wage Boards. We also found it necessary to undertake detailed investigations into the question of demonetisation, categorisation, the pay packet, financial position of the industries, etc., because we had a feeling, after perusing the Reports, that these questions had not been dealt with as comprehensively as they might have been. We were aware that on certain matters we could arrive only at negative conclusions, but even so, felt that it was desirable to have the problems thoroughly examined. As will be clear from the scheme of this report, it was unnecessary for us to visit all the concerns in the various industries or to make detailed investigations in each of them. Therefore, the plan we adopted was to visit and study in detail the industrial and financial structure of the bigger units in each industry and to study a



small sample of the various other units. Even so, out of a total of about 177 units in the industries covered by the Wage Boards (excluding cement) we visited no fewer than 26 units and made detailed enquiries about them. In the course of our enquiries we also examined 33 persons out of whom 15 were representatives of the employers and 18 representatives of workers' organisations.

357. In recent years, in many parts of the country, detailed and elaborate investigations have been made by Commissions and Committees, Labour judiciaries, etc., into various problems concerning industrial labour in several industries. A large body of detailed information is, therefore, available on several topics with which we have to deal in this report. The approach we have adopted is, however, as will be seen, a realistic one and we have avoided the temptation of going into matters which may be of a purely academic interest.

358. In the units of the industries which are the subject matter of our enquiry, the total number of persons employed as at 1-11-1956 was 30,538. Of these units of industries six are entirely owned and managed by Government, three of which may be called public utility services and three commercial concerns. Among the rest, although they are being managed by firms of Managing Agents or constituted Attorneys of the Managing Agents, the Government of Andhra Pradesh has large financial interests in them. Among the bigger units of industries there are only two, which are purely non-Governmental concerns in the sense that Government do not hold any share capital in them. The frequency table in Appendix XXXV gives the size of the units.

359. In regard to the question of basic wages and dearness allowance, despite the fact that the then Government of Hyderabad in their Resolution dated 12th February 1950 on the Rege Committee's Report made a statement to the effect that even concerns in the private sector should pay a basic minimum wage of O.S. Rs. 26 to their men operatives and of O.S. Rs. 26 as dearness allowance, it would appear that this expression of desire on the part of Government remained only a pious wish and was not implemented by at least the majority of the smaller concerns. Similarly, although in the Press Note dated 29-7-1956, Government announced an interim increase of I.G. Rs. 1-12-0 in the basic wage and I.G. Rs. 1-12-0 in the dearness allowance and recommended that units of all industries in the private sector should also grant these increases, the majority of them

do not appear to have done so. It is clear that if Government propose to make recommendations of this kind they must be followed up by effective action by some Department of Government either by legislation or by persuasion.

360. In the context of the present wage position in the better types of units in the residuary State of Hyderabad, as also in other parts of the country in the same industries, we have come to the conclusion that in future the basic minimum standard wage should be I.G. Rs. 26 per month and that the same should be paid to women workers. We have not tried to arrive at an estimate of what the pre-war minimum wage required for the maintenance of a family of three consumption units would have been, because apart from the absence of reliable statistical data for the pre-war, we strongly feel that it is futile for the fixation of a basic minimum wage to go back to a period which is nearly 20 years distant from the present and during which period unprecedented changes, both in the political and economic field, have occurred. Since the advent of Popular Governments in the year 1937 and particularly since India attained Independence there has been a great change in the policy of the State and its outlook towards labour and labour welfare and no one now seriously believes that labour whose bargaining power is comparatively weaker than that of the employers, should be left to help itself to bring about improvement in the conditions of its work and wages. In fact, India has now declared herself to be a Welfare State pledged to a Socialistic Pattern of Society. Although the Government of the former Hyderabad State in their Notification No. LAB.-94-I-56-43 dated 26-9-1956 informed us that we should fix the basic wages and dearness allowance taking into consideration the financial ability of the industries to pay and other factors, we have not looked at the matter from the point of view either of Socialistic Pattern of Society or of a Welfare State, but purely from the practical angle of the fixation of remuneration which would be just sufficient for the bare needs of a family of only three consumption units having regard to the 'ability of the industry to pay' and the prevailing rates of remuneration in similar industries in the country. In doing so we have been greatly influenced by the fact that despite the great developments which have taken place in the national economy as a result of Government's Five-Year Plan, it seems that so far as Hyderabad is concerned the problem of employment is still acute and that scores of workers men and women are ready and willing to accept jobs however low the remuneration might be. Thus, as is clear, the total remuneration of

the least skilled worker in residuary State of Hyderabad varies from I.G.Rs. 12 per month at the one end to I.G. Rs. 89-14-0 per month at the other. We have arrived at a total pay packet of I.G. Rs. 65 per month on the average prices of August 1955 to July 1956 of the commodities and services consumed by the working classes and determined during the 1943-44 family budget enquiry. The food part of this budget has been characterised by the Nutritional Expert with the Government of India, as being inadequate and imbalanced. Even so, we have recommended a pay packet based on this budget taking into consideration the actual standard of living of the workers and not the ideal or the hypothetical standard to be aimed at. Even in regard to this modest pay packet we have felt it necessary to make a deviation in the case of marginal and sub-marginal units, because if we were to suggest immediately the adoption by them of our recommendation, they may either close down or threaten to do so and thus throw a considerable number of persons out of employment. In this matter we have not been unmindful of the fact that millions of people in this country do live on sub-human standards and that the need of the hour is to increase rather than to reduce employment. We do not think that the Government of Andhra Pradesh have any plans to absorb such unemployed persons in new industries by taking over the management of units of industries which are sub-marginal and threaten to close down. In the case of Government concerns too, we have suggested a slightly lower pay packet taking into consideration the fact Government employees enjoy certain amenities which are not available to the bulk of the employees in private industries although in some, the amenities are better. We are glad, however, to note that just as there are some very bad employers in certain industries, there are some excellent ones also who have the vision to pay their labour adequately and treat them decently. This may be partly due to the fact that their financial position is exceptionally good on account of the steady demand for their products at remunerative prices, efficient and honest management, etc. Such concerns should naturally not worsen the wage scales of their operatives despite our recommendations but aim at improving them with a view to attaining either a fair wage or a living wage standard for their operatives. In this connection we have particularly in mind the Vazir Sultan Tobacco Company Ltd., of Hyderabad and the Road Transport Department of the Government of Andhra Pradesh.

361. We have reached the conclusion that for purpose of fixation of wages and dearness allowance, in what we have

called public utilities such as the Electricity Department, Water Works and Drainage, the financial ability of the industry to pay cannot be regarded as a relevant consideration as these are services sponsored by Government for reasons of public policy. Even so, we have not been unmindful of the fact that 'public utilities' too cannot push up their charges to an unlimited extent and may be essential for various industries and their prices may enter into the costs of a wide variety of products.

362. Despite our endeavour to arrive at some estimate of the financial loss to the workers as a result of demonetisation, we have not been able to do so in the absence of any reliable evidence. Since, however, most of the Wage Boards and the local experts have expressed the view that there must have been some loss to the workers especially on their smaller transactions since several workers whom we have met and every trade union leader we have spoken to, have supported this view, we cannot categorically say that demonetisation had no adverse effect on the workers' family budget ; in all probability, there was some such adverse effect although we are not in a position to assess its precise magnitude. However, this has now become past history except that Government Department as also most units in private industries are continuing to pay the equivalent in I.G. of the original basic wage fixed in O.S. Rupees and the workers are thus actually drawing  $16\frac{2}{3}\%$  less than they used to draw before. If our recommendation regarding the basic wage and dearness allowance is accepted by Government, as we hope it will be, the question of the effects of demonetisation will not arise except in so far as the question of compensating the workers for the loss they may have suffered is concerned.

363. Most of the Wage Boards have devoted a separate chapter to the question of indebtedness. As we were not Labour Enquiry Committee and as our terms of reference restrict us to the consideration of basic wages and dearness allowance we have not thought it necessary to go into these extraneous matters although in the course of our enquiries we have heard a lot on the subject. We may state here, however, that in spite of the fact that several workers and their unions have attributed the workers' indebtedness to lower wages and demonetisation, this can only be a part of the truth, because as most of us are aware, persons in most strata of society in this country are chronically indebted, be they landless labourers, farm owners, industrial workers, office clerks or junior civil servants. In fact, such family budget enquiry data as are available in the country seem to indicate that there is no direct

relationship between the wage a man earns and the amount of debt he incurs because, more often than not, as the family income increases the amount of indebtedness also increases *pari passu*. An outstanding example of this is provided nearer home in Hyderabad itself, because we were informed that although the workers in the Vazir Sultan Tobacco Company are perhaps among the best paid in the State a very high percentage of them are indebted. No one can deny that where the wage is very low, as in the case of some of the smaller units, and the workers are not able to live on it even according to the existing standard, the probability is that they may have to borrow money for their daily needs. Undoubtedly this has been happening in the case of a large number of workers not excluding those employed in some of the Government concerns.

364. In this connection we may also note that we are credibly informed that because of the low wages and high cost of living not a few industrial workers are forced, after a day's work, to do odd jobs such as rickshaw pulling or work as substitutes in the second shift of another factory. If this is happening to any considerable extent it constitutes a lamentable commentary on the present state of affairs because it defeats the very purpose Government have had in view for regulating hours of work in factories.

365. From all accounts, despite Government plans arising out of the First and Second Five-Year Plans, it appears that there is considerable unemployment and under-employment in the residuary State of Hyderabad. That being so, in making our recommendation regarding the minimum pay packet, we have thought it expedient to recommend that marginal and sub-marginal units which may be unable to bear the impact of a heavy additional burden on account of the increase in the workers' remuneration all at once, may be allowed a period of three years in which to come to the standard laid down but that they should immediately grant a lumpsum increment of I.G. Rs. 10 per month to their operatives. This, they should do by bringing up their minimum basic wage to I.G. Rs. 26 and by adding the difference between I.G. Rs. 10 and the addition to their present basic wage as a result of increasing it to I.G. Rs. 26 to the dearness allowance and other allowances, if any, for group 2, which includes public utility services such as the Electricity Department, Water Works and Drainage, we are suggesting that, in view of certain advantages which the workers obtain on account of greater security of service, leave facilities, etc., and in view of the

argument that the workers in such concerns should be prepared to undergo some sacrifice for purposes of the common weal, we are suggesting a pay packet of I.G. Rs. 60 in their case I.G. Rs. 26 being the basic minimum standard wage and I.G. Rs. 34 as dearness allowance. For the other units of the various industries including certain Government concerns such as Distilleries for reasons which we have already explained in the chapter dealing with financial position, we recommend immediately the attainment of a pay packet of I.G. Rs. 65 for the least skilled worker—I.G. Rs. 26 basic minimum wage and I.G. Rs. 39 as dearness allowance.

366. We have given in Appendix XXXVI a schedule showing the units of the various industries which we propose to place in the different groups. From the cost of living index numbers given in Appendix XXXVII for the residuary State of Hyderabad and those in Appendix XXXVIII, for other centres in the country, it is clear that the workers cost of living has been moving in the upward direction and today we have nearly reached an unprecedented height in the rise of prices, the wholesale price index number on the pre-war base having crossed the limit of 400 as also the Consumer Price Index Number for the working classes in the city of Hyderabad. In other centres of the country too the cost of living index number are now nearing the 400 mark on the pre-war base.

367. From the economic trends which we have studied, it appears to us that during the period of the Second Five-Year Plan both costs and prices are likely to move in the upward direction. In order that production may not suffer and also to ensure that industrial workers are not put to unnecessary hardships, it is desirable that, as is being done in the private sector in many parts of the country, the dearness allowance should be linked to the cost of living index numbers according to the formula which we have evolved. Even in the residuary State of Hyderabad linking of the dearness allowance to a cost of living index is actually being done by the leading cigarette factory in Hyderabad city as also by the cotton mill at Warangal in which Government has large financial interests.

368. It seems to us that with the gradual increase in the standard of living of the common man as a result of the implementation of the Second Five Year-Plan, demand for goods of daily consumption will show an upward trend and so will industrial profits. That being so, although for some reason the balance sheet of a company may not indicate that it would be able to bear the burden of the pay packet we have

suggested, we feel that since the pay packet represents even less than the minimum needs of the workers and his family, it would be unfair to the employees of such concerns to demand of them further sacrifices than those they have been making already.

369. We have been asked by Government, also to examine the question of categorisation and differentials of workers. This matter was referred to the various Wage Boards, but we find that seven of the Wage Boards have stated in their reports that the problems arising out of categorisation were so complicated and of such a technical character that they could not deal with them since they had not the assistance of any technical expert. We were informed by Government that they would make available to us the assistance of a technical expert, but this did not materialise till almost the concluding stages of our enquiry. Even so, we have endeavoured to examine this matter on the basis of such informal technical advice as we were able to get in various quarters and on the basis of the study we have made of categories and differentials in similar industries in other States. Of the twelve industries which come under the purview of the Committee, in four of them the wage differentials are based on different occupations and not according to categories of skill such as unskilled, semiskilled, skilled and highly skilled, etc. This type of classification among the workers was to be found primarily in Government concerns such as the Electricity Department, Water Works, Drainage, Printing Presses, etc., The differentials in these are largely based on the recommendations of the Technical Employees' Wages Committee appointed by the then Hyderabad Government in the year 1946 and the Pay and Service Commission appointed by the same Government in the year 1947. In arriving at our conclusions we have considered the recommendations contained in these reports as also the evidence tendered by the parties both formally and informally. In regard to industries in which the occupational wage structure is based either as a result of the Awards of Industrial Tribunals or on the basis of mutual agreements between the parties, as in the case in the Vazir Sultan Tobacco Company at Hyderabad and the Allwyn Metal Works, Sanatnagar, we have not thought it necessary to suggest any change except in a very general way. In regard to cotton textiles, there are only two big units of the industry in the residuary State of Hyderabad and although, as we have stated in another chapter, both the units are well equipped with modern machinery and are working more or less under

the same trading conditions, enjoying the same advantages and suffering from the same handicaps, serving more or less the same markets and producing more or less the same type of manufactures, there seems to be a vast amount of difference both in their financial position and trading results as also in their wage structures. We are satisfied that this is the one industry in which the region-cum-industry basis can be adopted for the adoption of common standards of wages and dearness allowances and we have no hesitation in recommending that both the D.B.R. Mill and the one at Warangal should adopt the Standardisation Scheme adopted in Sholapur which is the nearest cotton textile centre with more or less the same climatic and other conditions. The difficulties of the D.B.R. Mills, such as they are, are obviously due to the fault of the management for which the workers cannot be made to suffer.

370. If there is one thing more than another which strikes any one who tries to study the economic and financial structure of the various units of the industries concerned, it is that units of the same industry and located in the same place show wide differences in their financial position and their wage structure, in their trading results, etc. Generally, the accepted principle for the fixation of a suitable wage for an industry is to adopt the region-cum-industry basis. However, as in the case of the cigarette industry in Hyderabad city one finds one giant and two dwarfs marching merrily along. To base any conclusions on the averages of such units would be most misleading since the picture obtained will be entirely distorted and distant from the reality. For one thing, the biggest cigarette unit employs nearly 2057 workers, the second one employs hardly 146 and the third one only 99. It seems that one of these, though at one time fairly prosperous, is now almost gasping for breath and is almost at the point of collapse. The second smaller unit, though extremely well equipped, has only recently started functioning and although, as we anticipate, its future may be bright, at the moment its financial position is anything but satisfactory and the wages paid are hardly one third of those being paid to the least skilled worker in the largest unit. Similarly, in the case of printing presses, as probably happens in most centres of the country in the case of this industry any person with hardly any knowledge of the trade who can muster a few thousand rupees starts a press, becomes himself a master printer, proprietor, manager and the like and employs a handful of men on starvation wages and continues to carry on. It is indeed a matter of State Policy whether such mushroom



concerns should be allowed to come into existence and then to continue, thus not merely causing suffering to their workers but depressing the standard generally of the working classes.

371. We have found it difficult to fit into our general scheme of reasoning and recommendations certain small units of industries such as presses engaged in job work, small engineering workshops, etc., and have been compelled to recommend that since these are almost sweated trades, it would be just as well for Government to consider whether they should be included in the schedule to the Minimum Wages Act and appropriate action taken to grant some relief to workers engaged in them. It is possible that it was not the intention of the framers of the Act that State Governments should bring within its purview concerns in the engineering, printing, textiles, etc., but judging from the precedent set up in the former State of Ajmer, it seems that the Supreme Court agreed that even highly organised industries like the cotton textile industry could be brought within its purview if the State Government was satisfied that even a highly organised industry like the cotton textile failed to give a fair deal to its operatives.

372. As we have already stated, it is clear to us that during the Plan Period there is every indication that the general price level will not come down appreciably and if at all may go up. That being so, the economic position of the working class is likely to deteriorate further and the general discontent to increase. Therefore, we are firmly of the opinion that the time is now ripe for both Government and private industries to link their dearness allowances to the cost of living index numbers. We have suggested a formula according to which for every rise in the Hyderabad city cost of living index number over 175 (base 1943-44=100), we have recommended an additional dearness allowance of annas two per point per month. This is a modest recommendation and we trust that it will be accepted not only by the private sector but also by Government in regard to its industrial employees.

373. Since we are not a Labour Enquiry Committee, we are not dealing with various other matters which have come to our notice during the course of our investigations. However, there is one point which has a striking bearing on the standard of living of the workers and their efficiency which has attracted our attention and of which we may make a brief

mention. This is housing. We have seen the housing colonies constructed by Government in two industrial areas in Hyderabad city as also the housing colonies constructed by some private employers such as those in Sirpur-Kagaznagar belonging to the Sirpur Paper Mills Ltd. and the Sirsilk Factory and the one at Warangal belonging to the Azam Jahi Mills Ltd. We are greatly impressed by the general lay out and method of construction of the Industrial Housing Colonies of Government as also those in Warangal. It seems to us that excellent as these colonies are, the unfortunate snag is, that the prevailing wage level, even in most Government concerns is so low that even the very moderate rent of I.G. Rs. 8-8-0 per month which is being charged for a tenement in the Government Industrial Housing Colonies, is beyond the means of the least paid worker although those in higher category of skill can and do stay there. We very strongly feel that until the wage level is such as will enable the workers to occupy the type of accommodation as is available in Government Industrial Housing Colonies it would be difficult to expect the workers either to live well or to give to the country by way of production the best that is in them. From reports appearing in the Press, it appears that, new plants or expansions of old plants are being contemplated in the industrial units at Sirpur-Kagaznagar, Shakarnagar, Bodhan and Praga Tools Corporation in Hyderabad city. We would suggest that along with such expansion the problem of the housing of the workers should be carefully considered so that no more slums should come into existence as they have in places like Sirpur-Kagaznagar where no alternative private housing is available and the workers may be saved from leading mutilated lives.

374. Another matter to which we may briefly refer here is the question of workers' efficiency. Despite the hardship resulting from the low level of wages and bad housing conditions generally, it seems from such evidence as we have been able to gather that, by far and large, the worker in most industries, whether engaged in unskilled work or highly skilled operations such as those in Praga Tools Corporation, is a fairly efficient individual and although he has neither served a period of apprenticeship and training nor received formal instruction in a poly-technic or Technical School, is able to turn out work on complicated modern machines imported from abroad. Although generally the burden of the song is that efficiency of the workers is going down, several employers and particularly those at Warangal have told us that during the last two years the workers' efficiency has gone up by 5 to 7

per cent. This is indeed a great asset to the industrial life of the State of which every well wisher of it must take due note.

375. In their Press Note, dated 17th October 1956, referred to already in Chapter I and reproduced in Appendix II, Government have stated that the Committee "was competent to make a recommendation about the date or dates from which the basic wage rates or dearness allowance to be recommended by it should be brought into force. This has always been the intention of Government and it is hereby clarified that Committee can make a recommendation about the date from which the basic wage rates or dearness allowance should be given effect to". It seems clear, therefore, that it is the intention of Government that we should definitely indicate the date from which effect should be given to our recommendations. In this connection we may state that in their Press Note, dated 27th July 1956, Government, having regard to the over-all position in regard to wages and allowance of workers employed in the industries referred to the various Wage Boards, decided to grant with effect from 1st April 1956 an increase of Rs. 1-12-0 (I.G.) per month in the basic wage and of Rs. 1-12-0 (I.G.) in dearness allowance to workers in receipt of a basic wage of Rs. 26 (.O.S.) or less per month in Government owned industrial concerns for which the Wage Boards had been set up. They also expressed the hope that employers in the private sector should also grant similar increases.

376. We are aware that in the recommendation of a Committee or a Tribunal entailing additional burdens to an employer either in the private or the public sector, after the accounts of a particular year have been closed, is likely to prove vexatious. At the same time looking at the matter from the workmen's point of view, if because of certain demands they make, Government appoint Wage Boards or Committees and fail to take action on their recommendations for various reasons for a number of years, discontent among the working classes naturally increases. It will be remembered that the Wage Boards were appointed early in 1953 because of the demands of the workers for higher remuneration. Over four years have elapsed since then and except for the interim increase granted by Government to their own employees, the working classes are no better off from the monetary point of view than they were before. It is clear from such price index numbers as are available in the country, that, as compared to 1953 when the Wage Boards were appointed, there has been a substantial rise in the cost of living of the working classes. This rise has been particularly marked since

April 1956. The present Committee was appointed in November 1956 and the pay packet of I.G. Rs. 65 which is arrived is, as is clear, based on the average retail prices ruling in Hyderabad during the period August 1955 to July 1956. That being so, and in view of Government's clear direction to us that we should suggest a date from which our recommendations should be given retrospective effect, we have no hesitation in recommending that the pay packet we have recommended for various industries both in the public and private sectors should be given effect to from the date of the appointment of the Committee, viz., 1st November, 1956. If Government so desire, the difference between the pay packet we have suggested and the emoluments which are being drawn by employees of various industries should be made up in two equal instalments and paid on the dates to be decided upon by Government.

377. We may conclude this report by making one final observation, namely, that in making our recommendations we have tried to be completely realistic and have not been guided by the various pronouncements of Government in India regarding a Welfare State, Socialistic Pattern of Society reduction of inequalities of wealth, social justice, etc. At the same time we have not been unmindful of the fact that while our recommendations should not result in causing hardship to the workers by the closure of certain units, such of them as are in a position to pay must not escape the additional burden only because certain of the units in the region or in the neighbouring territory are paying less. As it is, the wage level, even in a single centre like Hyderabad city varies enormously from unit to unit even in the same industry. Therefore, if for more prosperous concerns which have also a more assured future, we have recommended a higher basic wage as also a higher quantum of dearness allowance there should be no occasion for surprise. In this connection all employers, including Departments of Government must also be mindful of the fact that there is a general demand in the country in view of the soaring cost of living, for higher remuneration and already several State Governments and spokesmen of the Central Government have been promising relief to lower paid employees, such as clerks, etc. It is of interest to note here that in the coal mines where the wage level for a long time was extremely low, the Special Bench of the Labour Appellate Tribunal awarded in January 1957 a monthly wage of Rs. 69-1-0 exclusive of bonus and described it as a reasonable wage in the existing conditions of the country but not a comfortable wage. Moreover, probably the best organised association of workers

in India, namely the Indian National Trade Union Congress has made a general demand for 25 per cent increase in wages and this demand has been blessed openly by two Ministers of the Central Government. Despite considerable increase in the total remuneration of the workers in Hyderabad State as compared to a few years ago, it is doubtful whether the working classes as a whole are able, in view of the high cost of living, even to maintain their pre-war standard of living. That being so, it is of the utmost importance that demands for higher wages must be viewed with sympathy and consideration and not measured merely by the profit and loss accounts of a concern. Incidentally, it is a truism that, speaking generally, the best pay master is also the best profit maker.

### *Acknowledgements.*

378. Although our terms of reference made it necessary for us to restrict the scope of our enquiries to the question of basic wage and dearness allowance, and although further, we had merely to re-examine the reports of the various Wage Boards, we found it necessary in the course of our work to draw heavily for information and advice on various organisations and individuals. As already stated, we did not issue an elaborate questionnaire but only a list of points on which we asked for information. Owing to their many pre-occupations, several of the employers as also representatives of trade unions were not in a position to supply the information we had asked for by the appointed date, but we must acknowledge that, on the whole, we received from them a very full and cordial response to our enquiries for information and advice. During our visits to the factories in the city of Hyderabad as also in the mofussil towns, the employers' representatives and those of the workers did everything in their power to assist us in understanding the problems with which we had to deal. The representatives of the employers were also kind enough, since no other private arrangements were available, to arrange for our living accommodation and generally to look after our creature comforts when we were on tour. To all of them we convey our best thanks.

379. Several problems we have dealt with required expert assistance and guidance. We had, therefore, to enter into correspondence on a considerable scale with various authorities in India and abroad to seek information and advice. Among these we must make particular mention of the Labour Bureau of the Government of India, Simla, the Bureau of Economics

and Statistics, Andhra Pradesh, Hyderabad, the Millowners' Association, Bombay, the Director of Nutritional Research, Coonoor, the International Labour Office, Geneva, etc. In view of the past association of one of us with the Labour Ministry of the Government of India and its Labour Bureau, it became easy for us to obtain information and guidance on several points from the Bureau in connection with our work. We are grateful to Dr. Lorenzo, Director of the Labour Bureau for the ready manner in which he extended his co-operation to us and the willingness and expedition with which he answered our queries. Mr. Divatia, former Director of the Bureau of Economics & Statistics, Hyderabad, was also generous in rendering assistance and since we had no staff with any training in statistics, allowed one of his assistants Mr. P. S. R. Avadhani to undertake certain statistical compilations for us and supply them to the Committee. We have great pleasure in acknowledging our thankfulness to Mr. Divatia and to Mr. Avadhani.

380. Mr. R. G. Gokhle, Labour Officer of the Bombay Millowners' Association, Bombay, has from time to time rendered great assistance and useful advice on many problems referred to him.

381. As will be seen from the chapter 'Pay Packet' we have taken the expert assistance of the Nutritional Expert with the Government of India, Dr. Patwardhan. Although the analysis of the diets which we requested him to make entailed considerable work for himself and his staff, he ungrudgingly undertook it for us and supplied a most useful report.

382. On certain complicated economic and financial problems we considered it necessary to consult Prof. D. R. Gadgil, Director, Gokhale Institute of Politics and Economics, Poona. Both during the informal discussions which one of us had with him as also in our correspondence with him, he was ever ready to give advice and guidance on many complicated problems. As will be seen, we had also occasion to make a reference to the International Labour Organisation, Geneva, on the question of the financial ability of public utility concerns to pay minimum wages and we are happy to note that our communication on the subject was replied to fully and with a great deal of expedition by the Economic Adviser to the International Labour Office.

383. Mr. J. J. Anjaria, Economic Adviser with the Government of India, whom we consulted informally in personal capacity for advice on certain economic problems as also a monetary expert from Bombay who chooses to remain anonymous, have assisted us greatly by their impartial and sound advice.

384. We should like to place on record our appreciation of the services rendered to us by our Secretary Mr. T. Gopalakrishna Rao, formerly Labour Officer, Nizamabad. He came to us with a certain amount of experience of the working of Wage Boards and his knowledge of local conditions as also the help he rendered in organising our tours, etc., were of considerable assistance to the Committee. Mr. Rao had to collect a great deal of material and to analyse the data. He also helped us in drafting some of the chapters of the Report. We would also like to place on record our appreciation of the work of the Committee's stenographer Mr. Keshav Rao Anjutgi, who has taken down almost the whole of the dictation of this report. We have found him a fast and accurate Stenographer and a most willing worker who is not afraid of hard work. We may also mention Mr. T. Narahari, our Junior Stenographer who has been extremely helpful to us in typing most of the appendices and in taking down the dictation of one of the chapters. Lastly, we should like to place on record our indebtedness to our Chartered Accountant, Mr. Rabindranath Tagore, who in addition to analysing scores of balance sheets, assisted us during the examination of the parties on financial questions and also took active part in the drafting of the section dealing with the financial position of the various industries. We found him a very intelligent, knowledgeable and sincere person.

M. HANUMANTH RAO,

*Chairman.*

S. R. DESHPANDE,

*Member.*

T. GOPALAKRISHNA RAO,

*Secretary.*

Hyderabad-Deccan,  
20th April, 1957.

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## APPENDIX I

## PRESS NOTE, DATED 27TH JULY, 1956

The Government of Hyderabad had appointed Wage Boards for the following thirteen industries :—

1. Electricity,
2. Printing Press,
3. Drainage & Water Works (Hyderabad & Secunderabad),
4. General Engineering & Metal Works,
5. Glass & Clay Works,
6. Chemicals & Chemical Products,
7. Cement & Cement Products,
8. Sugar,
9. Paper,
10. Distilleries,
11. Cigarette,
12. Rayon Silk Industry, and
13. Textile and Textile Products.

The recommendations made by these Boards (except those by the Board for the Cement Industry) have been carefully considered by the Government along with the dissenting minutes appended to the Reports and having regard to the over-all position, Government have decided to grant with effect from 1st April, 1956 an increase of Rs. 1-12-0 (I.G.) per month in the basic wage and of Rs. 1-12-0 (I.G.) in dearness allowance to workers (including temporary and daily-rated but excluding clerical staff) in receipt of a basic wage of Rs. 26 (O.S.) or less per month in Government-owned industrial concerns for which the Wage Boards had been set up.

Many of the recommendations made by the Wage Boards are of a general character and Government have already been taking action in the direction of these recommendations with a view to ameliorate the conditions of labour. The Government earnestly hope that employers in the private sector will also grant similar increases both in the basic wage and dearness allowance to such of their workers as are in receipt of a basic wage of Rs. 26 (O.S.) or less per month employed in factories engaged in the following industries (excluding the Cement Industry):—

- |                                   |   |
|-----------------------------------|---|
| 1. Printing Presses,              | 6. Sugar,   |
| 2. General Engineering,           | 7. Paper,   |
| 3. Glass & Clay Works,            | 8. Cigarette,                                       |
| 4. Chemicals & Chemical Products, | 9. Rayon Silk,                                      |
| 5. Cement Products,               | 10. Textiles (including textile products and silk.) |

2. The recommendations made in the report submitted by the Wage Board for the Cement Industry are still under the consideration of Government.



## APPENDIX II

PRESS NOTE, DATED 17TH OCTOBER, 1956

Doubts have been expressed whether the Committee appointed under the Labour Department Notification No. Lab. 94 I-56-43, dated 26th September, 1956, is competent to make a recommendation about the date or dates from which the basic wage rates or dearness allowance to be recommended by it should be brought into force. This has always been the intention of Government and it is hereby clarified that the Committee can make a recommendation about the date from which the basic wage rates or dearness allowance should be given effect to. As the Committee is required to report, within a short time and the whole question of fixation of basic wage rates and dearness allowance is before it, consideration of the demand for an interim relief would amount to anticipating the recommendations of the Committee. In view of this clarification, it is hoped that the strikers will realise that the strike was uncalled for and that even now they will re-consider their attitude and resume work and place their case before the Wage Committee.

LABOUR DEPARTMENT,  
*Dated 17th October. 1956.*



## APPENDIX III

*Statement showing the points sent to the Managements and Trade Unions for the Submission of Memoranda.*

1. Basic Wage.
2. Dearness Allowance.
3. Effects of demonetisation from 1953 onwards.
4. Suggestions regarding principles which should be adopted in fixing differentials for various categories of workers together with suggestions regarding the actual basic wage and D.A. which you think will be suitable for the different categories.
5. Whether you are in favour of workers in various industries being classified into 3 or 4 broad categories of unskilled, semi-skilled, skilled and highly skilled, etc. If so, which of the occupations in your unit will you include in each of the categories/ the occupations will you include in each of the categories in the various industries with which your union is connected?
6. Your suggestions regarding the basic pay and D.A. be given to new entrants to clerical establishments and whether you are in favour of giving any advance promotions to persons holding qualifications such as Matriculation, graduation, etc.
7. Can you give an estimate of what have been the pre-war (1939) minimum basic wage and the reasons on which the estimate is based.
8. Do you find the Rege Committee recommendations of basic wage of O.S. Rs. 26 and D.A. of O.S. Rs. 26 acceptable and if not kindly give reasons for not accepting the recommendations.
9. Balance sheets of your concern for the last five years may kindly be sent.
10. Total number of persons employed in your factory/concern/department, in November, 1956, showing men, women, and children separately.
11. Complete copy of your pay roll for November, 1956 without the names of the employees showing the number of employees in each occupation such as coolies, carpenters, masons, etc., together with their basic wages. If you categorise the workers in the different occupations into unskilled, semi-skilled, skilled, highly skilled and supervisory, please indicate as to who are the workers in the pay roll who are placed in the different categories of skill.
12. Have you laid down any special rules or qualifications for promoting workers from a lower grade to a higher grade such as promoting workers from unskilled to semiskilled occupations, etc.
13. A complete list of occupations in the factory and in its various sections showing the existing classifications and making suggestions regarding any alterations you propose. Give reasons for each change you propose.
14. Assuming that the basic minimum wage of the least skilled worker is X what should be the differentials for the various categories.

## APPENDIX IV

*Statement showing the names of persons who appeared before the Wages Committee for Informal Discussion.*

Sl. No.	Name of the person interviewed	Date
1	2	3
1.	Shri M. V. Divatia, Director, Bureau of Economics and Statistics .. ..	23-11-1956
2.	„ K. Somayajulu, President, Vazir Sultan Tobacco Company Workers' Union ..	27-11-1956
3.	„ Satyanarayan Reddy, General Secretary, Andhra Pradesh Trade Union Congress ..	29-11-1956
4.	„ Koakab Durry, Indian National Trade Union Congress (Hyderabad Branch) ..	1-12-1956
5.	„ Mahadev Singh, State Mazdoor Sangh ..	4-12-1956
6.	„ Abdul Waheed, General Secretary, Government Press Employees' Union .. ..	5-12-1956
7.	„ Syed Gulam Rasool, Director, Government Printing Press .. ..	11-12-1956
8.	„ N. Seetaraman, Executive Engineer, Drainage Works Division .. ..	12-12-1956
9.	„ R. G. Borgaonkar, Executive Engineer, Water Works.	13-12-1956
10.	„ A. Ramchander Rao, Executive Engineer, District Power Schemes .. ..	14-12-1956
11.	„ N. Bhavanani, Superintending Engineer (City Circle), Electricity Department .. ..	15-12-1956
12.	„ S. Kesava Iyengar, Director, Indian Institute of Economics, Hyderabad-Deccan ..	7-1-1957
13.	„ S. B. Giri, President, Nizam Sugar Factory Mazdoor Sangh .. ..	19-1-1957

## APPENDIX V

*Statement showing the Industrial Concerns and Factories visited by the Wages Committee*

Sl. No.	Name of the Industry or Concern	Date and time
1	2	3
1.	Power House, Electricity Department, City Circle	.. 17-12-1956 (9-00 a.m.)
2.	Public Works Department Workshop	.. 19-12-1956 (10-00 a.m.)
3.	Units of Water Works .. ..	.. 27-12-1956 (10-30 a.m.)
4.	Government Printing Press .. ..	.. 5-1-1957 (10-30 a.m.)
5.	Deccan Chronicle & Daily News Press ..	.. 8-1-1957 (10-30 a.m. & 11-00 a.m.)
6.	Veer Milap Press .. ..	.. 8-1-1957 (3-30 p.m.)
7.	Deccan Ayurvedashram Pharmacy ..	.. 11-1-1957 (10-30 a.m.)
8.	Units of Drainage .. ..	.. 15-1-1957 (10-30 a.m.)
9.	Praga Tools Corporation .. ..	.. 16-1-1957 (3-30 p.m.)
10.	Government Distilleries, Narayanguda ..	.. 18-1-1957 (10-30 a.m.)
11.	Allwyn Metal Works .. ..	.. 22-1-1957 (10-30 a.m.)
12.	Kohinoor Glass Works .. ..	.. 23-1-1957 (9-30 a.m.)
13.	Hyderabad Chemical & Pharmaceutical Works..	.. 24-1-1957 (10-30 a.m.)
14.	Dewan Bahadur Ramgopal Mills .. ..	.. 25-1-1957 (10-30 a.m.)
15.	Fine Hoseries .. ..	.. 28-1-1957 (3-00 p.m.)
16.	Hyderabad Silk Mills .. ..	.. 28-1-1957 (4-00 p.m.)
17.	Vazir Sultan Tobacco Company .. ..	.. 29-1-1957 (10-30 a.m.)
18.	Deccan Cigarette Factory .. ..	.. 31-1-1957 (11-30 a.m.)

APPENDIX V.— *Contd.*

1	2	3
19.	Deccan Porcelain & Enamel Works .. ..	1-2-1957 (9-30 a.m.)
20.	Hind Tobacco Company .. ..	2-2-1957 (10-30 a.m.)
21.	Government Alcohol Factory, Kamareddy .. ..	6-2-1957 (10-30 a.m.)
22.	Nizam Sugar Factory, Bodhan .. ..	6-2-1957 (2-00 p.m.)
23.	Government Power Alcohol Factory, Bodhan .. ..	6-2-1957 (4-00 p.m.)
24.	Azam Jahi Mills, Warangal .. ..	10-2-1957 (1-30 p.m.)
25.	Sirpur Paper Mills, Kagaznagar .. ..	12-2-1957 (3-00 p.m.)
26.	Sir Silk Limited, Kagaznagar .. ..	13-2-1957 (8-00 a.m.)
27.	Road Transport Department Workshop .. ..	22-3-1957 (11-00 a.m.)



सत्यमेव जयते

## APPENDIX VI

*Statement showing the names of persons who appeared before the Committee to give formal evidence*

Sl. No.	Persons interviewed	Date and time
1	2	3
1.	Representatives of Electricity Department Workers' Union ..	19-12-1956 (10-30 a.m.)
2.	Representatives of Public Works Department Workshop Workers' Union. ..	19-12-1956 (12-00 noon.)
3.	Superintending Engineer, City Electricity Power House ..	24-12-1956 (10-30 a.m.)
4.	State Mechanical Engineer, Public Works Department Workshop. ..	26-12-1956 (10-30 a.m.)
5.	Representatives of Government Press Workers' Union ..	29-12-1956 (3-30 p.m.)
6.	Representatives of Water Works Workers Union ..	3-1-1957 (10-30 a.m.)
7.	Representatives of University Press Workers' Union ..	10-1-1957 (10-30 a.m.)
8.	Representatives of Deccan Ayurvedashram Workers' Union. ..	11- 1-1957 (3-30 p.m.)
9.	Representatives of Drainage Workers' Union ..	15-1-1957 (3-30p.m.)
10.	Executive Engineer, Drainage Works Division ..	16-1-1957 (10-30 a.m.)
11.	Representatives of Praga Tools Corporation Workers' Union. ..	17- 1-1957 (10-30 a.m.)
12.	Employers' representatives of Praga Tools Corporation ..	17-1-1957 ( 3-30 p.m.)
13.	Representatives of Government Distilleries Workers' Union	18-1-1957 ( 3-30 p.m.)
14.	Director, Government Printing Press ..	19-1-1957) (11-30 a.m.)
15.	General Manager, Government Distilleries ..	21-1-1957 (10-30 a.m.)
16.	Employers' representatives of Dewan Bahadur Ramgopal Mills. ..	28 -1-1957 (10-30 a.m.)
17.	Employers' representatives of Vazir Sultan Tobacco Company. ..	29-1-1957 ( 3-30 p.m.)
18.	Employers' representatives of Deccan Cigarette Factory ..	31-1-1957 , ( 3-30 p.m.)
19.	Representatives of Deccan Chronicle Press Workers' Union	1-2-1957 (10-30 a.m.)

## APPENDIX-VI.—(Contd.)

1	2	3
20.	Representatives of Printers' Association ..	1-2-1957 (3-00 p.m.)
21.	Representatives of Deccan Cigarette Workers' Union ..	4-2-1957 (10-30 a.m.)
22.	Employers' representatives of Allwyn Metal Works ..	4-2-1957 (11-30 a.m.)
23.	Employers' representatives of Deccan Porcelain & Enamel Works. .	4-2-1957 ( 4-00 p.m.)
24.	Representatives of Dewan Bahadur Ramgopal Mills Workers' Union. ..	5-2-1957 (10-30 a.m.)
25.	Representatives of Nizam Sugar Factory Workers' Union (I.N.T.U.C.) ..	7-2-1957 ( 8-00 a.m.)
26.	Representatives of Nizam Sugar Factory Workers' Union (Mazdoor Sangh). ..	7-2-1957 (10-00 a.m.)
27.	Employers' representatives of Nizam Sugar Factory ..	7-2-1957 (12-30 p.m.)
28.	Representatives of Azam Jahi Mills Workers' Union ..	10-2-1957 (2-00 p.m.)
29.	Representatives of Azam Jahi Mills Clerks' Union ..	10-2-1957 (4-00 p.m.)
30.	Representatives of Sirpur Paper Mills Workers' Union ..	12-2-1957 (4-00 p.m.)
31.	Employers' representatives of Sirpur Paper Mills ..	12-2-1957 (6-00 p.m.)
32.	Representatives of Sir Silk Limited Workers' Union ..	13-2-1957 (12-00 noon).
33.	Employers' representatives of Sir Silk Limited . .	13-2-1957 (2-00 p.m.)
34.	Representatives of Mill Owners' Association ..	26-2-1957 (3-30 p.m.)

## APPENDIX VII

*Statement showing the list of small Engineering Workshops along with the number of workers employed and the wages of the least skilled worker*

ALL RATES ARE IN I. G. CURRENCY (MONTHLY RATED)

Name of the Unit	No. of workers	Wages paid
1	2	3
Central Mechanical Engineering Works .. M = 22	30 0 0	
W = ..		
T = 22		
Hyderabad Iron & Steel Works .. M = 55	30 10 3	
W = 3	27 6 10	
T = 58	17 2 3	(D.A.)
Reliance Automobiles .. M = 21	30 0 0	
T = 21		
Auto Chenoy Workshop .. M = 12	25 0 0	
T = 12		
Bombay Cycle & Motor Agency .. M = 16	25 0 0	
T = 16		
Periera & Sons .. M = 31	20 8 0	
T = 31	22 8 0	(D.A.)
Deccan Metal Works .. M = 24	34 4 7	
Anand Metal Works .. M = 44	34 4 7	
Hyderabad Iron Foundry Workshop .. M = 45	26 0 0	
T = 45		
Swastick Umbrella Co. .. M = 41	34 4 7	
Indian Iron & Steel Corporation .. M = 27	25 11 6	
T = 27		
Espee Diesel Engineers .. M = 12	34 4 7	
Madras Cycle & Motor Mart .. M = 5		
Patny and Company .. M = 16		
Jai Hind Welding Works .. M =		
Cheekoti Veeranna & Sons .. M = 25		
T = 25		
Prabhat Iron Foundry .. M = 8		
Mudliar Light Casting Company .. M = 10		
Madan Mohan Metal Industry .. M = 20		
T = 20		
Hind Metal Works .. M = 17		
W = 6		
T = 23		



## APPENDIX VII—(Contd.)

1	2	3
Associated Metal Industries ..	.. M = 6 T = 6	
Raj Engineering Works ..	.. M = 10 T = 10	
Vijay Mechanical Engineering Works ..	.. M = 10 T = 10	
Prabhat Iron Works ..	.. M = 15 T = 15	
Ganesh Das & Company ..	.. M = 12 T = 12	
Hendricks & Brothers ..	.. M = 26 T = 26	
Simpson & Company ..	.. M = 21 T = 21	
Harmosji & Company ..	.. M = 17	
Shafiq Automobiles ..	.. M = 8	
Globe Automobiles ..	.. M = 8	
Modern Automobiles ..	.. M = 15	
Arun Automobiles ..	.. M = 24 F = 1 T = 25	
Defiance Automobiles ..	.. M = 13	
Hyderabad Engineering & Brass Products ..	.. M = 8 F = 1 T = 9	
Rahmania Machineries Factory, Azamabad ..	.. M = 13	
Marwadi Moulding Works ..	.. M = 16 F = 6 T = 22	
Hyderabad Steel Industries ..	.. M = 19 C = 3 T = 22	
Hyderabad Tin Products ..	.. M = 7 F = 2 T = 9	
Bharat Metal Box Co. ..	.. M = 17 F = 6 T = 23	
Hind Industrial Works ..	.. M = 10	
Mohd. Asadullah & Bros. ..	.. M = 15	
Y. V. Narsimloo & Bros. ..	.. M = 15	

## APPENDIX VII—(Contd.)

1	2	3
Swastic Manufacturing Limited ..	.. M = 43	
Rahmania Machineries Factory ..	.. M = 9	
Watan Motor Works .. ..	.. M = 15	
Auto Supplies .. ..	.. M = 15	
Sun Shine Service Station ..	.. M = 15	
Deccan Service Station ..	.. M = 14	

M = Men

W = Women

C = Children

T = Total



सत्यमेव जयते

## APPENDIX VIII

*Statement showing the list of Job Presses along with the Number of Workers and Wages of the least skilled workers*

ALL RATES ARE IN I.G. CURRENCY (MONTHLY RATED)

Name of the Unit	No. of workers	Wages paid
1	2	3
1. Marwadi Press .. ..	.. M = 38	20 0 0
2. Ajanta Printers .. ..	.. M = 29	15 0 0
3. Shivaji Press .. ..	.. M = 31	17 0 0
4. Nagendra Printing Press ..	.. M = 15	12 0 0
5. Secunderabad Printers ..	.. M = 11	23 0 0
6. Premier Press .. ..	.. M = 17	12 0 0
7. Balreddy Press .. ..	.. M = 16	20 0 0
8. Cheekoti Veeranna Press ..	.. M = 15	15 0 0
9. Hindi Press .. ..	.. M = 12	38 0 0
10. Sadhana Press .. ..	.. M = 14	20 0 0
11. Moses & Company .. ..	.. M = 10	30 0 0
12. Hyderabad Bulletin .. ..	.. M = 20	20 0 0
13. Citizen Press .. ..	.. M = 11	
	C = 11	
	T = 22	
14. Deccan Printing Press ..	.. M = 15	17 2 3
15. Osmania Printing Works ..	.. M = 18	19 11 5
		12 13 9 D.A.
16. Jai Hind Printing Press ..	.. M = 12	15 0 0
17. Hindi Prachar Sabha .. ..	.. M = 17	17 2 3 D.A.
18. Press Arts .. ..	.. M = 12	17 2 3
19. Avon Printing Press .. ..	.. M = 23	17 2 3
20. Commercial Printing Press ..	.. M = 32	
21. Hyderabad Printing Works ..	.. M = 12	

*Presses employing between 6 and 10 Workers*

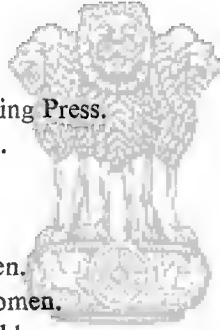
22. Shyam Printing Works.
23. Deccan Law Report Press.
24. Laxmi Art Press.
25. Yadav Printing Press.
26. Lok Vijaya Press.
27. Sri Kripa Press.

1	2	3
28.	St. Marry H.S. Press.	
29.	Vauhini Press.	
30.	Venkateshwar Printers.	
31.	Excelsior Press.	
32.	Sri Raj Rajeshwari L.A.P.	
33.	Daltan & Company.	
34.	Deccan Literature Printers.	
35.	Bal Tripura Sunderi Press.	
36.	Sree Rama Power Press.	
37.	Saar Printing Works.	
38.	Shanti Printing Press.	
39.	Anand Power Press.	
40.	Ajanta Art Press.	
41.	Sri Vani Printing Press.	
42.	Hasham Printing Press.	
43.	Sri Ramanuja Press.	
44.	Pratibha Press.	
45.	Gowri Shanker Press.	
46.	Bharat Printing Press.	
47.	Pearl Press.	
48.	Tharani Press.	
49.	Sarvodaya Press.	
50.	Venkatesh Press.	
51.	Sai Art Press.	
52.	Mushir-E-Deccan Press.	
53.	Praja Printing Press.	
54.	Modern Printing House.	
55.	Sri Gangadhar Press.	
56.	Chandragupta Press.	
57.	Balaji Press.	
58.	Swadeshi Art Press.	
59.	Srinivasa Printing Press.	
60.	Om Printing Press.	
61.	Sunder Printing Works.	
62.	Vani Press.	
63.	Krishna Printing Press.	
64.	Hindustan Printing Press.	
65.	Kisan Press.	



## APPENDIX VIII.—(Contd.)

1	2	3
66.	Sri Sharada Press.	
67.	Sri Shyamsunder Press.	
68.	Shree Press.	
69.	City Printing Press.	
70.	Navayugam Press.	
71.	Bhagyanagar Press.	
72.	Sri Bharati Printing Press.	
73.	Universal Art Printers.	
74.	Mulki Press.	
75.	Sri Gaud Press.	
76.	Manohar Press.	
77.	Omkara Press.	
78.	Jyoti Printers.	
79.	Jyoti Printing Press.	
80.	Hyderabad City Printing Press.	
81.	Liberty Printing Press.	
82.	Karuna Shri Printers.	
83.	Pioneer Press.	
	M = Men.	
	W = Women.	
	C = Children.	
	I = Total.	



## APPENDIX IX

*Statement showing the Basic Wage rates for time rated workers in Azam Jahi Mills, Dewan Bahadur Ramgopal Mills and the rates of the sholapur standardisation award.*

All rates are in I.G. Currency

Nomenclature			Azam Jahi Mills	D.B.R. Mills.	Sholapur Award
1			2	3	4
			Rs.	Rs.	Rs.
<i>Cotton Mxing &amp; Blow Room</i>					
Jobber	..	..	68 12 0	38 9 2	40 10 0
Assistant Jobber	..	..	47 4 0	..	..
Oilman	..	..	31 12 0	27 12 9	28 0 0
Bale Opener	..	..	27 8 0	..	..
Bale Breaker Attendant	..	..	31 0 0	24 11 6	26 0 0
Mixing Spreader	..	..	27 8 0	..	26 0 0
Hopper Feeder Attendant	..	..	27 8 0	24 11 6	..
Breaker Scutcher	..	..	32 12 0	..	..
Finisher Attendant	..	..	..	25 12 4	28 13 6
Willow Man	..	..	29 4 0	24 4 6	27 3 6
Bobbin Waste Opener	..	..	29 4 0	..	27 3 6
Thread Extractor Tenter	..	..	..	23 5 4	27 3 6
Sweeper	..	..	25 12 0	22 4 6	26 0 0
Fitter	..	..	81 8 0	..	..
Fitter Mazdoor	..	..	25 12 0	..	..
Mixing Mazdoor	..	..	27 8 0	25 12 4	26 0 0
Rel Scutcher	..	..	32 12 0	..	..
<i>Card Room</i>					
Jobber	..	..	85 12 0	34 4 6	60 2 0
Grinder	..	..	34 8 0	27 13 9	32 8 0
Oiler	..	..	..	27 13 9	..
Stripper	..	..	31 0 0	27 13 9	32 8 0
Lap Carrier	..	..	29 4 0	22 4 6	26 0 0
Trolley Boy	..	..	..	22 4 6	..
Can Tenter	..	..	25 12 0	22 4 6	26 0 0
Mochi	..	..	38 12 0	..	..
Sweeper	..	..	25 12 0	22 4 6	26 0 0

## APPENDIX IX.—(Contd.)

1	2	3	4
	Rs.	Rs.	Rs.
Waste Picker .. ..	25 12 0	..	..
Fitter .. ..	111 8 0	81 7 0	35 12 0
Assistant Fitter .. ..	85 12 0	..	..
Fitter Mazdoor .. ..	25 12 0	22 4 6	26 0 0
<i>Combing Section</i>			
Oilman .. ..	..	30 0 0	28 0 0
<i>Speed Frame Section</i>			
Head Jobber .. ..	133 0 0	..	..
Line Jobber .. ..	64 8 0	..	..
Doffer Jobber .. ..	55 12 0	..	..
Oiler .. ..	31 12 0	25 12 4	28 0 0
Doffer Boy .. ..	25 12 0	22 4 6	26 0 0
Roving Bobbin Cleaner .. ..	25 12 0	22 4 6	26 0 0
Sweeper .. ..	25 12 0	22 4 6	26 0 0
Fitter .. ..	85 12 0	..	35 12 0
Assistant Fitter .. ..	81 8 0	..	..
Fitter Mazdoor .. ..	27 12 0	22 15 9	26 0 0
Overseer .. ..	80 0 0	..	..
Packer .. ..	25 12 0	..	..
Cleaner .. ..	27 8 0	..	..
Spindle Gauger .. ..	34 8 8	..	..
<i>Ring Spinning Department</i>			
Head Jobber .. ..	141 8 0	106 4 6	71 8 0
Line Jobber .. ..	77 4 0	66 13 9	50 6 0
Doffer Jobber .. ..	55 12 0	55 11 6	45 8 0
Oiler & Bander .. ..	34 8 0	30 0 0	33 5 0
Ring Spindle up to 200 .. ..	..	27 13 9	32 8 0
Tar Wala .. ..	27 8 0	..	26 0 0
Doffer Boy .. ..	25 12 0	22 4 6	26 0 0
Roving Bobbin Carrier .. ..	25 12 0	..	26 0 0
Doffer Weigher .. ..	30 0 0	22 12 4	..
Doff Carrier .. ..	25 12 0	22 4 6	26 0 0
Bobbin Picker .. ..	25 12 0	..	..
Wrapping Boy .. ..	45 0 0	24 0 6	26 0 0
Wrapping Mazdoor .. ..	25 12 0	22 4 6	26 0 0

## APPENDIX IX.—(Contd.)

1				2	3	4
				Rs.	Rs.	Rs.
Store Man	..	..	..	30 0 0	..	..
Store Mazdoor	..	..	..	25 12 0	..	..
Cleaner	..	..	..	27 8 0	22 4 6	26 0 0
Jocky Pulley Cleaner	..	..	..	27 8 0	..	..
Fitter	..	..	..	85 12 0	..	..
Assistant Fitter	..	..	..	81 8 0	51 7 0	..
Fitter Mazdoor	..	..	..	27 8 0	22 4 6	26 0 0
Roller Coverer	..	..	..	60 0 0	34 4 6	33 11 6
Assistant Roller Coverer	..	..	..	34 8 0	25 12 4	..
Roller Coverer Mazdoor	..	..	..	30 0 0	..	..
Spindle Gauger	..	..	..	34 8 0	..	..
Carpenter	..	..	..	85 12 0	29 2 3	45 8 0
Assistant Carpenter	..	..	..	34 8 0	..	..
Carpenter Mazdoor	..	..	..	25 12 0	..	26 0 0
Sweeper	..	..	..	25 12 0	22 4 6	26 0 0
Sweeper Jamedar	..	..	..	..	25 12 4	..
Mochi	..	..	..	..	28 14 6	33 11 6
Rel Sider	..	..	..	33 4 0	..	..
Bobbin Carrier	..	..	..	25 12 0	..	26 0 0
Bonda Cleaner	..	..	..	25 12 0	..	..
Head Fitter	..	..	..	171 8 0	..	..
Basket Maker	..	..	..	31 0 0	..	..
Scale Boy	..	..	..	25 12 0	..	..
Bonda Picker	..	..	..	..	22 4 6	26 0 0
Office Boy	..	..	..	..	22 4 6	26 0 0
Banding Machineman	..	..	..	..	26 7 6	30 14 0
Bundling Man	..	..	..	..	27 13 9	32 8 0
<i>Doubling Section.</i>						
Double Sider	..	..	..	30 0 0	..	..
<i>Reeling Section.</i>						
Reeling Jobber	..	..	..	43 0 0	..	40 10 0
Reeling Naikin	..	..	..	43 0 0	25 12 4	..
Doffer Damper	..	..	..	25 12 0	23 3 6	..
Sweeper	..	..	..	25 12 0	22 4 6	26 0 0
Oiler	..	..	..	31 12 0	..	26 0 0
Assistant Naikin	..	..	..	..	25 12 4	..



## APPENDIX IX.—(Contd.)

1	2	3	4
	Rs.	Rs.	Rs.
<i>Bundling Section.</i> ..			
Jobber .. ..	64 8 0	25 12 4	..
	+8 9 0	(Bundling Maistry).	
Weigher .. ..	31 0 0	..	..
Knotter .. ..	31 0 0	..	..
Presser .. ..	31 0 0	22 4 6	..
Packer .. ..	25 12 0	..	..
Trolley Man .. ..	25 12 0	..	..
<i>Banding Department.</i>			
Rope Maker .. ..	1 1 3	..	..
<i>Winding Section.</i>			
Winding Jobber .. ..	124 8 0	..	45 8 0
Naikin .. ..	..	30 0 0	..
Oiler .. ..	31 12 0	24 13 6	28 0 0
Number Marker .. ..	34 8 0	22 4 6	..
Scale Boy .. ..	34 8 0	..	..
Bobbin Carrier .. ..	25 12 0	22 4 6	26 0 0
Sweeper .. ..	25 12 0	22 4 6	26 0 0
Colour Godown Mazdoor .. ..	31 0 0	..	..
Bobbin Cleaner .. ..	25 12 0	22 4 6	26 0 0
Fitter .. ..	111 8 0	..	45 8 0
Assistant Fitter .. ..	85 12 0	..	..
Fitter Mazdoor .. ..	25 12 0	..	26 0 0
Doff Carrier .. ..	..	22 4 6	26 0 0
Doff Weigher .. ..	..	22 4 6	..
Cleaner .. ..	..	22 4 6	26 0 0
<i>Warping Section.</i>			
Creel Boy high speed .. ..	31 0 0	22 4 6	26 0 0
Mazdoor .. ..	25 12 0	..	..
<i>Sizing Section.</i>			
Front Sizer .. ..	98 12 0	Piece rated	58 8 0
Back Sizer .. ..	51 8 0	33 7 0	39 0 0
Head Size Mixer .. ..	47 4 0	..	35 5 0
Size Mixer .. ..	31 0 0	..	26 0 0

## APPENDIX IX.—(Contd.)

1				2	3	4
				Rs.	Rs.	Rs.
Sweeper	..	..	..	25 12 0	..	26 0 0
Fitter	..	..	..	47 4 0	..	45 8 0
Beam Flange Repairer	..	..	..	31 0 0	..	..
Mazdoor	..	..	..	25 12 0	25 12 0	26 0 0
Sizing Overseer	..	..	..	154 8 0	..	74 12 0
<i>Drawing in Section.</i>						
Jobber	..	..	..	77 4 0	61 11 6	65 0 0
Assistant Jobber	..	..	..	..	55 11 6	..
Heald Repairer	..	..	..	38 12 0	..	31 11 0
Reedman	..	..	..	47 4 0	..	31 11 0
Reed Repairer	..	..	..	..	32 9 3	..
<i>Weft Room.</i>						
Weft Checker	..	..	..	31 0 0	..	..
Weft Carrier	..	..	..	25 12 0	..	..
Weft Filler	..	..	..	25 12 0	..	..
<i>Weaving shed.</i>						
Fancy Jobber	..	..	..	98 12 0	64 4 6	60 2 0
Assistant Fancy Jobber	..	..	..	85 12 0	..	..
Oiler	..	..	..	31 12 0	..	28 0 0
Mochi	..	..	..	34 8 0	25 12 4	26 0 0
Beam Carrier Muccadam	..	..	..	34 8 0	..	..
Beam Carrier	..	..	..	32 12 0	29 4 0	34 2 0
Fitter	..	..	..	111 8 0	49 4 6	35 12 0
Assistant Fitter	..	..	..	85 12 0	37 11 6	..
Fitter Mazdoor	..	..	..	31 0 0	22 4 6	26 0 0
Carpenter	..	..	..	60 0 0	57 7 0	45 8 0
Assistant Carpenter	..	..	..	38 12 0	34 4 6	..
					41 9 4	
Carpenter Mazdoor	..	..	..	25 12 0	..	26 0 0
Painter	..	..	..	43 0 0	..	..
Painter Mazdoor	..	..	..	34 8 0	..	..
Store Man	..	..	..	34 8 0	..	..
Slay Maker	..	..	..	115 12 0	..	..
Sweeper	..	..	..	25 12 0	..	..
Head Carpenter	..	..	..	145 12 0	..	..

## APPENDIX IX.—(Contd.)

1	2	3	4
	Rs.	Rs.	Rs.
Head Fitter .. ..	193 0 0	..	..
Junior Fitter .. ..	64 8 0	..	..
Waste Separater .. ..	25 8 0	..	..
Spare Hand four looms .. ..	64 8 0	..	..
Over-handing Jobber .. ..	150 0 0	..	..
Fancy Fitter .. ..	..	38 9 3	..
Head Helper (Loom Shed) .. ..	..	66 13 9	..
Helper (Loom Shed) .. ..	..	55 11 6	..
Weft Man .. ..	..	22 4 6	26 0 0
Beam Fitter .. ..	..	31 11 6	..
<i>Grey Folding Department.</i>			
Jobber .. ..	85 12 0	43 3 0	50 6 0
Helper .. ..	..	25 12 4	..
First Piece Examiner .. ..	47 4 0	..	..
Head Cut-looker .. ..	73 0 0	31 8 0	35 5 0
Cut-looker .. ..	47 4 0	24 0 6	28 0 6
Assistant Looker .. ..	38 12 0	..	..
Stitcher .. ..	38 12 0	24 0 6	28 0 6
Damper .. ..	31 0 0	..	..
Back Calender Man .. ..	34 8 0	24 0 6	26 13 6
Front Calender Man .. ..	77 4 0	..	28 0 6
Calender Jobber .. ..	..	29 4 0	40 10 0
Front Folder .. ..	34 8 0	..	..
Back Folder .. ..	34 8 0	..	..
Hand Folder .. ..	34 8 0	29 4 0	34 2 0
Machine Folder .. ..	..	28 9 0	33 5 0
Head Stamper .. ..	43 0 0	..	45 8 0
Assistant Stamper .. ..	34 8 0	..	..
Head Baler .. ..	0 0 11	25 12 4	40 10 0
Assistant Baler .. ..	(per bale) 0 0 8	..	..
Bale Marker .. ..	(per bale) 0 0 8	..	..
Hoope Iron Cutter .. ..	25 12 0	..	28 0 6
Scale Boy .. ..	34 8 0	..	..
Number Marker .. ..	34 8 0	25 12 4	28 0 6
Sample Man .. ..	38 12 0	30 4 6	28 0 6

## APPENDIX IX.—(Contd.)

1	2	3	4
	Rs.	Rs.	Rs.
Assistant Sample Man .. ..	31 0 0	..	..
Yard Counter .. ..	34 8 0	..	28 0 6
Mazdoor .. ..	31 0 0	22 4 6	26 0 0
Sweeper .. ..	25 12 0	..	26 0 0
Overseer .. ..	154 8 0	..	..
Batcher .. ..	31 0 0	..	..
Stamper .. ..	38 12 0	26 2 0	30 7 6
Yard Checker .. ..	38 12 0	..	28 0 6
Bundler .. ..	..	22 4 6	..
Sorter .. ..	..	24 0 6	28 0 6
Office Boy .. ..	..	25 12 4	26 0 0
<i>Cloth Bleaching Department.</i>			
Bleaching Jobber .. ..	..	47 2 9	45 8 0
Kier Man .. ..	31 0 0	30 0 0	28 0 6
Electrolyseman .. ..	31 0 0	..	..
Mazdoor .. ..	31 0 0	..	26 0 0
Head Bleacher .. ..	38 12 0	..	..
Fitter .. ..	51 8 0	..	35 12 0
Store Man .. ..	38 12 0	..	..
Laboratory Boy .. ..	36 0 0	..	..
Sweeper .. ..	25 12 0	24 0 0	26 0 0
Colour Weigher .. ..	34 8 0	..	..
Washing Machine Man .. ..	..	24 0 6	28 0 6
Chemicking Machine Man .. ..	..	24 0 6	28 0 6
Stitcher .. ..	..	24 0 6	28 0 6
Cleaning Machine Man .. ..	..	24 0 6	..
Finisher Mazdoor .. ..	..	22 4 6	26 0 0
Finishing Machine Man .. ..	..	24 0 6	28 0 6
<i>Yarn Bleaching &amp; Dyeing.</i>			
Jobber .. ..	77 4 0	47 2 3	40 10 0
Dyeing Machine Man .. ..	38 12 0	..	28 0 6
<i>Printing.</i>			
Mazdoor .. ..	..	22 4 6	26 0 0

## APPENDIX IX.—(Contd.)

1	2	3	4
<i>Finishing Department.</i>			
	Rs.	Rs.	Rs.
Jobber .. ..	85 12 0	..	45 8 0
Cloth Dyer .. ..	38 12 0	..	..
Assistant Jobber .. ..	51 8 0	..	..
Stitcher .. ..	34 8 0	..	..
<i>Cloth &amp; Yarn Godown.</i>			
Muccadam .. ..	38 12 0	..	..
Mazdoor .. ..	31 0 0	25 12 4	26 0 0
Number Marker .. ..	31 0 0	..	..
Cotton Godown Mazdoor .. ..	..	25 12 4	26 0 0
<i>Engineering (Coal &amp; Boilers).</i>			
Muccadam .. ..	47 4 0	..	..
Coal Mazdoor .. ..	31 0 0	25 12 4	26 0 0
Boiler Attendant .. ..	107 4 0	64 1 0	74 12 0
.. ..	85 12 0	..	60 2 0
Boiler Fireman .. ..	39 8 0	26 7 6	42 4 0
Boiler Mazdoor .. ..	31 0 0	25 12 4	26 0 0
Pump Mazdoor .. ..	25 12 0	..	26 0 0
Water Softening Plant Mazdoor .. ..	39 8 0	..	30 1 0
Ash Mazdoor .. ..	28 8 0	..	..
Boiler Fitter .. ..	150 0 0	..	35 12 0
Boiler Mason .. ..	85 12 0	..	45 8 0
Mazdoor .. ..	28 8 0	..	26 0 0
Candy Filter Pump Man .. ..	38 12 0	..	..
Candy Filter Mazdoor .. ..	25 12 0	..	..
<i>Engineering (Engine Room)</i>			
Turbine Attendant .. ..	107 4 0	..	50 6 0
Mazdoor .. ..	34 8 0	..	26 0 0
<i>Engineering Electric.</i>			
Switch Board Attendant .. ..	107 4 0	..	35 12 0
Switch Board Mazdoor .. ..	34 8 0	..	..
Motor Man .. ..	38 12 0	26 7 6	35 12 0
Wreman .. ..	107 4 0	43 3 0	45 8 0
Wrmature Winder .. ..	107 4 0	..	45 8 0

## APPENDIX IX.—(Contd.)

1			2			3			4		
			Rs.			Rs.			Rs.		
Maintenance Man..	..	..	43	0	0	..	..	..	..	..	..
Fitter	..	..	64	8	0	..	..	35	12	0	..
Mazdoor	..	..	38	12	0	..	..	26	0	0	..
Assistant Wireman	..	..	85	12	0	34	13	3	..	..	..
Muccadam	..	..	107	4	0	..	..	..	..	..	..
Foreman	..	..	..	..	..	112	9	1	60	0	0
Shift Attendant	..	..	..	..	..	55	11	5	..	..	..
Meter Reader	..	..	..	..	..	26	7	6	..	..	..
<i>Engineering Mechanic Shop.</i>											
Shop Foreman	..	..	214	8	0	103	1	1	60	0	0
Turner	..	..	137	4	0	55	11	6	45	8	0
						43	3	0			
						34	13	3			
Assistant Turner	..	..	107	4	0	..	..	..	..	..	..
			64	8	0						
Fitter	..	..	103	0	0	43	3	0	35	12	0
			85	12	0	34	13	3			
			64	8	0						
Blacksmith	..	..	85	12	0	34	13	3	45	8	0
Hammer Man	..	..	34	8	0	34	13	3	34	2	0
Tinsmith	..	..	85	12	0	43	3	0	45	8	0
Welder	..	..	103	0	0	43	3	0	45	8	0
Moulder	..	..	85	12	0	34	13	3	45	8	0
						26	7	6			
Carpenter	..	..	85	12	0	34	13	3	45	8	0
Assistant Carpenter	..	..	64	8	0	..	..	..	..	..	..
Painter	..	..	51	8	0	34	13	3	..	..	..
						26	7	6			
White Washer	..	..	38	12	0	..	..	..	..	..	..
Mazdoor	..	..	25	12	0	..	..	26	0	0	..
Oiler	..	..	34	8	0	..	..	28	0	0	..
Assistant Blacksmith	..	..	64	8	0	..	..	..	..	..	..
Pattern Maker	..	..	85	12	0	43	3	0	50	6	0
Tinsmith-cum-moulder	..	..	85	12	0	..	..	..	..	..	..
Muccadam Nowgani	..	..	107	4	0	..	..	36	9	0	..
Nowganies	..	..	38	12	0	..	..	32	8	0	..
Mason	..	..	..	..	..	43	3	0	45	8	0
						34	13	3			
Mason Mazdoor	..	..	..	..	..	25	12	4	26	0	0

## APPENDIX IX.—(Contd).

1		2		3	4
		Rs.		Rs.	Rs.
Water Pump Attendant	..	..	..	25 12 4	35 12 0
Driller	..	..	..	34 13 3	..
Shaper	..	..	..	26 7 6	..
Hoop Cutter	..	..	..	25 12 4	..
Grinder	..	..	..	34 13 3	..
<i>Engineering (Hamidifir Section)</i>					
Attendant	..	..	..	34 8 0	26 7 6
Fitter	..	..	..	103 0 0	35 12 0
				64 8 0	
Pump Man	..	..	..	34 8 0	35 12 0
Mazdoor	..	..	..	25 12 0	26 0 0
F.S. Pumpman	..	..	..	38 12 0	..
Oilman	..	..	..	34 8 0	28 0 0
<i>Transport Department.</i>					
Car Driver	..	..	..	55 12 0	43 11 6
Lorry Driver	..	..	..	55 12 0	43 11 6
Cleaner	..	..	..	29 4 0	25 11 6
Cart Driver	..	..	..	27 8 0	26 0 0
Tonga Driver	..	..	..	27 8 0	..
<i>Mill Manager's Office.</i>					
Office Peon	..	..	..	34 8 0	36 0 0
Messenger	..	..	..	..	27 6 10
				24 0 0	..
Guest House Cook	..	..	..	43 0 0	..
Club Peon	..	..	..	31 0 0	..
<i>Watch &amp; Ward.</i>					
Jamedar	..	..	..	55 0 0	30 1 0
Naik	..	..	..	43 12 0	25 11 6
Sepoy	..	..	..	33 8 0	25 11 6
Relieving Naik	..	..	..	43 12 0	..
Relieving Sepoy	..	..	..	33 8 0	..
Library Boy	..	..	..	27 8 0	..

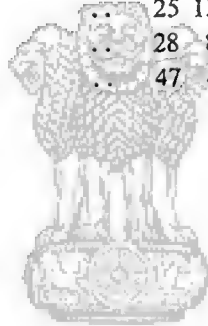
## APPENDIX IX.—(Contd.)

1				2	3	4
				Rs.	Rs.	Rs.
School Peon	..	..	..	25 12 0	..	..
Dafedar	..	..	..	..	34 4 6	..
Watchman	..	..	..	..	25 11 6	26 0 0
					22 4 6	
<i>Welfare</i>						
<i>(a) Canteen Section.</i>						
Supervisor	..	..	..	60 0 0	107 2 3	..
Cook	..	..	..	34 8 0	39 7 0	26 0 0
Tea Maker	..	..	..	31 0 0	25 11 6	..
Vender	..	..	..	25 12 0	25 11 6	26 0 0
Waterman	..	..	..	31 0 0	..	26 0 0
Soda Water Maker	..	..	..	31 0 0	..	..
Wood Cutter	..	..	..	25 12 0	..	..
Sweeper	..	..	..	25 12 0	..	26 0 0
Soda Mazdoor	..	..	..	25 12 0	..	..
Tea Mazdoor	..	..	..	25 12 0	..	..
Khara Mazdoor	..	..	..	25 12 0	..	..
Coupon Issuer Helper	..	..	..	25 12 0	..	..
Assistant Cook	..	..	..	..	29 2 3	..
					25 11 6	
					24 13 9	
Cleaner	..	..	..	..	22 4 6	26 0 0
Maid Servant	..	..	..	..	22 4 6	26 0 0
<i>(b) Creche.</i>						
Nurse	..	..	..	..	51 7 0	26 0 0
Ayah	..	..	..	25 12 0	22 4 6	26 0 0
Midwife	..	..	..	..	30 13 9	..
Assistant Nurse	..	..	..	30 0 0	..	..
Cook	..	..	..	25 12 0	..	..
Mazdoor	..	..	..	25 12 0	..	..
<i>(c) Miscellaneous.</i>						
Cloth-shop scale boy	..	..	..	31 0 0	..	..
Dispensary Mazdoor	..	..	..	25 12 0	..	..
School Peon	..	..	..	25 12 0	..	..
Nursary & Pavilion Peon	..	..	..	25 12 0	..	..



## APPENDIX IX.—(Contd.)

1	2	3	4
(d) Shop & Stores Section	Rs.	Rs.	Rs.
Head Mazdoor .. ..	31 0 0	..	..
Mazdoor .. ..	25 12 0	22 4 6	26 0 0
Basket Maker .. ..	31 0 0	..	..
Weigher .. ..	..	22 4 6	..
<i>Miscellaneous Department</i>			
Mason .. ..	85 12 0	..	45 8 0
Compound Sweeper .. ..	25 12 0	22 4 6	26 0 0
Scavenger .. ..	25 12 0	25 11 6	..
Gardener .. ..	25 12 0	22 4 6	26 0 0
Mazdoor .. ..	28 8 0	22 4 6	26 0 0
Muccadam .. ..	47 4 0	..	45 8 0



सत्यमेव जयते

*Statement showing the Existing Piece-Work Rates in Azam Jahi Mills,  
Piece-rates of the Sholapur*

Azam Jahi Mills, Warangal				D.B.R. Mills, Hyderabad			
1				2			
Rate in I.G. Rs.				Rate in O.S. Rs.			
<i>Drawing :</i>				<i>Drawing :</i>			
6s	..	..	0 2 10 $\frac{1}{4}$ per hank				
10s	..	..	0 2 6 $\frac{1}{4}$ „	Old	7	18s/ 12 pies	76%
13,14,16,19,24s	..	..	0 2 2 $\frac{1}{2}$ „	Drawing		30s per hank	
19s Weft, 20s, 24s	..	..	0 2 2 $\frac{3}{4}$ „			(Additional 6 pies per rupee for one additional delivery).	
(Basis 80% of Slubber's Earnings)				New	15	18s/ 17 pies	76%
				Drawing		30s per hank	
<i>Slubbing :</i>				<i>Slubbing :</i>			
6s	..	..	0 3 6 $\frac{1}{2}$	No. of	Wrap-	Rate	Effi-
10s	..	..	0 3 2	Spin-	ping		ciency
13,14,16,19,24s	..	..	0 2 9	dles	Count		
19s Weft, 20, 24	..	..	0 2 9 $\frac{1}{2}$	94	.64	30-4-0 for 84 spin-	76%
(Basis I.G. 2.27 as. (O.S. 2.65 as.) per hank for Roller speed of 226 (Roller 1.1/16).						dles, Additional one anna per rupee for every addition of 12 spindles or part thereof.	
				128	.76	do	78%

IX.—(Contd.)

Warangal and Devan Bahadur Ramgopal Mills, Hyderabad along with the  
Standardisation award.

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Sholapur Standardisation Award

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3

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Rate in I.G. Rs.

*Drawing :*

1. Drawing Tenter, One man per head of not more than seven deliveries : The piece-work rates of this occupation should be one quarter anna per hank lower than the rates for the corresponding Slubbing Hank.

2. Drawing Tenter, Two men per three heads, each of not more than seven deliveries : Each tenter will be paid at the piece-work rates, referred to above and will be paid in addition, an allowance of 25%. For each additional delivery in excess of seven, each Tenter in the above two occupations will be paid an allowance of six pies in the rupee. In the case of two Tenters minding three heads of more than seven deliveries between them, this allowance of six pies in the rupee will be paid on their total earnings including 25% allowance referred to above.

Where there are no Hank Indicators on the Drawing Frame, the number of Hanks recorded in the Hank Indicator of the Slubbing Frame, which is fed by the particular Drawing Frame will be taken as the production of that Drawing Frame.

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*Slubbing :*

Slubbing tenters, minding frames with 84 spindles or less Rs. 32-4-0.

The piece-work rates of slubbing hanks shown below should be fixed by individual mills so as to yield a full time employee working for 26 days the earnings of Rs. 32-4-0 at efficiency figures indicated against the respective slubbing hanks :—

<i>Hank Slubbing</i>							<i>Efficiency percentage</i>
Not exceeding	5	..	..	..	..	..	72
Exceeding	5	but not exceeding	6	..	..	..	74
Exceeding	6	"	"	"	7	..	76
Exceeding	7	"	"	"	8	..	78
Exceeding	8	"	"	"	9	..	80
Exceeding	9	..	..	..	..	..	82

For every additional 12 spindles or part thereof in excess of 84, an allowance of one anna in the rupee should be paid.

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1				2			
Rate in I.G. Rs.				Rate in O.S. Rs.			
<i>Inter :</i>				<i>Inter :</i>			
6s .. ..	..	..	0 5 1 $\frac{3}{4}$	No. of	Wrap-	Rates	Effi-
10s, 14, 16	..	..	0 4 4 $\frac{1}{2}$	spindles	ping		ciency
20s .. ..	..	..	0 5 3 $\frac{3}{4}$		Count		
20 Special	..	..	0 5 8 $\frac{1}{2}$	Tenter			
				142	1.8	28-13-6 for 100	84%
(Basis I.G. 3.58 (O.S. 4.17 as). per hank for Roller speed of 133 (Roller 1").						spindles plus 7 $\frac{1}{2}$ pies per rupee for every additional 10 spindles or part thereof.	
<i>Roving :</i>				<i>Roving :</i>			
14s .. ..	..	..	0 4 3	No. of	Wrap-	Rates	Effi-
16 .. ..	..	..	0 4 4 $\frac{1}{2}$	spin-	ping		ciency
20 .. ..	..	..	0 4 0	dles	Count		
24 .. ..	..	..	0 3 10 $\frac{3}{4}$				
30 .. ..	..	..	0 4 5 $\frac{3}{4}$	184	3.35	28-13-6 for 144 spindles and 7 $\frac{1}{2}$ pies per rupee for additional 12 spindles or part thereof.	82%
(Basis I.G. 2.74 as. (O.S. 3.20 as.) per hank for Roller Speed of 163 (Roller 1").							
				180	3.35	do	82%

X.—(Contd.)

3

Rate in I.G. Rs.

*Inter :*

Intermediate Tenters, minding Frames with 100 spindles or less ; Rs. 30-8-0. The piece-work rates of Intermediate Hanks shown below should be fixed by individual mills so as to yield a full time employee working for 26 days earnings of Rs. 30-8-0 at efficiency figures indicated against the respective Intermediate Hanks.

<i>Hank Inter</i>	<i>Efficiency percent</i>
Not exceeding 1.00 .. .. .	72
Exceeding 1.00 but not exceeding 1.25 .. .. .	76
Exceeding 1.25 " " 1.50 .. .. .	80
Exceeding 1.50 " " 1.75 .. .. .	82
Exceeding 1.75 " " 2.25 .. .. .	84
Exceeding 2.25 .. .. .	86

For every additional 10 spindles or part thereof in excess of 100, an allowance of seven and a half pies in the rupee should be paid.

*Roving :*

Roving Tenters (including Jack Tenters), minding Frames with 144 spindles or less :—Rs. 30-8-0.

The piece-work rates of Roving Hanks shown below should be fixed by individual mills so as to yield a full time employee working for 26 days, the earnings of Rs. 30-8-0 at efficiency figures indicated against the respective Roving Hanks :

<i>Hank Roving</i>	<i>Efficiency per cent</i>
Not exceeding 2.5 .. .. .	78
Exceeding 2.5 but not exceeding 3.5 .. .. .	82
Exceeding 3.5 " " 5.0 .. .. .	86
Exceeding 5.0 " " 8.0 .. .. .	88
Exceeding 8.0 .. .. .	90

For every additional 12 spindles or part thereof in excess of 144, an allowance of seven and a half pies in the rupee should be given.

The basic piece-work rates of Slubbing, Intermediate and Roving Tenters should be displayed in the regional language in the Department in the following form :

1	2
---	---

		Rate in L.G. Rs.			O.S. Rs.		
<i>Spinning</i>					<i>Spinning</i>		
<i>Ring</i>	<i>Spindles</i>	<i>Rate</i>			<i>Time rated</i>		
Weft Double sider	.. 404 Coarse	48	8	0	Double sider (New Warp)	44	11 0
Weft Double sider	.. 404 Fine	44	0	0	(Old Warp)	41	0 6
Warp Double sider	.. 384 Coarse	46	12	0	(Old Weft)	44	11 0
"          "	.. 384 Fine	42	12	0	(New Weft)	45	14 6
Weft Single sider	.. 202 Coarse	31	4	0	Single sider	..	33 11 6
"          "	.. 202 Fine	30	4	0	Ring piecers up to 200	32	8 0
Warp Single sider	.. 192 Coarse	30	4	0	spindles (Over 200		
"          "	.. 192 Fine	29	8	0	spindles wages will be		
					raised for every 25 spindles		
					or part thereof by		
					Rs. 1-3-6).		

*New Frame:* 368 spindles

Single sider	Coarse	..	184	29	8	0
„	Fine	..	184	29	0	0
Double sider	Coarse	..	368	45	8	0
„	Fine	..	368	41	12	0
„	Reliever	..		33	4	0

Basic for 150 spindles O.S. Rs. 31

For additional 100 spindles coarse O.S. Rs. 10.

For additional 100 fine spindles O.S. Rs. 8.

(Converted at O.S. Rs. 116-10-8 to I.G. Rs. 100.  
and taken to nearest four annas).

## IX.—(Contd.)

3

*Slubbing frame up to 84 spindles*

Hank Slubbing	(Production in Hanks in 8 hours calculated at 100 per cent efficiency)	Efficiency expected	Hanks ex- pected in 8 hours	Rate in pies per Hank
Not exceeding .5	..	..	72	
Exceeding .5 but not exceeding .6	..	..	74	
Exceeding .6	..	..	76	
Exceeding .7	..	..	78	
Exceeding .8	..	..	80	
Exceeding .9	..	..	82	

*Chapan Tenters :*

The piece-work rates should be revised so as to yield a full-time employee working for 26 days, the earnings of Rs. 28-0-0.

Rate in I.G. Rs.

*Spinning :*

1. Ring pieces at present being paid at piece-work rates should be paid at time scale rates as follows :—

Ring Piecers attending Warp or Weft Frames up to and including 200 spindles. .. .. 32 8 0

(i) Over 200 spindles, the wages should be raised for every 25 spindles or part thereby. .. .. 1 3 6

(ii) Wages of Piecers minding more than 200 spindles of Warp or Weft frames, spinning Counts coarser than No. 14s should be raised by. .. .. 12½ per cent.

2. Doubling Tenters, up to and including 200 spindles, with increases similar to those for Ring Piecers' wages for additional spindles (but not for coarse counts). .. .. 32 8 0
3. Knotters.—The piece-work rates of this occupation should be fixed so as to yield a full-time employee working for 26 days the earnings of Rs. 30-8-0.
4. Bundling Pressmen or Pressers and Bundlers.—The piece-work rates of this occupation should be fixed so as to yield a full-time employee working for 26 days the earnings of Rs. 30-8-0.

1		2	
Rate in I.G. Rs.		Rate in O.S. Rs.	
<i>Reeling: For 8 hours shift</i>		<i>Reeling</i>	
6s per Doff for 7 leas reeling $21\frac{1}{4}$ pies		Reelers	0 0 $7\frac{1}{2}$ pies per doff
10s .. .. 15 "			
12s .. .. $14\frac{1}{4}$ "			
14s to 18s .. .. $11\frac{3}{4}$ "			
20s to 26s .. .. $10\frac{3}{4}$ "			
28s to 60s .. .. 10 "			
2/6s .. .. $15\frac{1}{2}$ "			
3/6s .. .. $20\frac{3}{4}$ "			
2/10s Leas of 40 threads each $15\frac{1}{2}$ "			
2/20s . . . . 15 "			
2/30s . . . . $11\frac{3}{4}$ "			
2/40s .. .. $10\frac{3}{4}$ "			
Mixed Yarn .. .. $11\frac{3}{4}$ "			
All Cross reeling 10% less than the above plus $6\frac{1}{4}\%$ for $7\frac{1}{2}$ hours.			
13s .. .. 13 pies			
2/26s . . . . 13 "			
4/20s . . . . $15\frac{1}{2}$ "			
4/24s . . . . $15\frac{1}{2}$ "			
3/10s per doff leas 30 threads $20\frac{3}{4}$ "			
6/10s per doff leas 32 threads $17\frac{1}{4}$ "			
<i>Winding</i>		<i>Winding</i>	
	lbs.	Expected wages for 26 working days	
Bleached, coloured Grey 6s 10 0 2 $11\frac{1}{4}$			
10s .. .. 0 6 7			
14s to 18s .. .. 0 7 $8\frac{3}{4}$		Winder for 20 Lbs.	Rate
20s to 28s .. .. 0 8 $7\frac{3}{4}$			
30s to 32s .. .. 0 12 7		High speed 18s	0 3 10 34 4 0
40s to 50s .. .. 0 13 6		" 24s	0 4 9 34 11 9
2/16s .. .. 0 4 $10\frac{1}{2}$			
2/30s .. .. 0 7 $8\frac{3}{4}$		Slow speed 24s	0 5 0 34 6 0
2/40s .. .. 0 9 $7\frac{3}{4}$		" 30s	0 6 0 34 2 0



## IX.—(Contd.)

3

*Reeling :*

Reelers.—The standard taken is a Reel of 40 spindles, straight reeling of 7 leas (each of 120 yards) per Hank.

Counts	Rate in pies per Doff of 40 Hanks		
	Hand Reel		Power Reel one reeler
	Two Reelers per Reel*	One Reeler per Reel	
4s .. .. .	22	21	19
10s .. .. .	14	13.25	10.5
13s .. .. .	12.5	11.5	9.5
14s .. .. .	11.5	11	8.5
16s .. .. .	11	10	8.25
18-19s .. .. .	10	9	7.5
20s-26s .. .. .	9.5	8.5	7
28s-38s .. .. .	9	8	6.75
Over 38s .. .. .	**	6.5	6.5

\* Total earnings calculated at these rates should be divided equally between the two Reelers. These rates are for 5" and 6" lift twist bobbins. For 5" weft pirs the rates will be raised by 20% and for 6" weft pirs by 10%. For single cross reeling, the rates will be reduced by 5% and for double cross reeling by 10%. For folded yarns the rates will be those of the calculated resultant count.

\*\*Over 38s, only one Reeler per Reel whether Hand or Power.

*Winding*

Rate in I.G. Rs.

The piece-work rates of the following occupations should be fixed by individual mills so as to yield to a full-time employee, working for 26 days, the earnings indicated against each occupation respectively :—

1. Grey Winder (Slow Speed)	..	..	..	28	8	0
2. Grey Winder (High Speed)	..	..	..	30	8	0
3. Colour Winders	..	..	..	32	8	0
4. Pirm Winders	..	..	..	30	8	0

Winders at present being paid at time rates should be paid at piece-work rates.

1

2

Rate in I.G. Rs.

Rate in O.S. Rs.

*Winding continued*

4/20s ..	..	0 3 10 $\frac{1}{2}$	Slow speed 60s	0 12 0	34 2 0
2/19s ..	..	0 5 9 $\frac{1}{2}$	for 10 Lbs.		
2/26s ..	..	0 7 0			

Colour	18s	0 7 11	32 2 7
„	2/60s	0 12 9	30 1 3
„	36s	1 1 4	30 15 8

Ordinary Speed

5s to 6s ..	..	0 3 8 $\frac{3}{4}$	„	2/36s	0 7 6	30 7 6
8s to 10s ..	..	0 4 10 $\frac{1}{2}$	Universal	18s	0 0 6 $\frac{1}{2}$	per Lb.
12s to 28s ..	..	0 6 0				
30s to 32s ..	..	0 7 2 $\frac{3}{4}$				
38s to 40s ..	..	0 10 7 $\frac{3}{4}$				
2/8s to 2/10s ..	..	0 3 8 $\frac{3}{4}$				
Double 2/30s ..	..	0 4 10 $\frac{1}{2}$				
Double 2/40s ..	..	0 6 0				
2/14, 3/11, 5 3/16	..	0 3 8 $\frac{3}{4}$				
2/19s ..	..	0 4 3 $\frac{1}{2}$				

High Speed

5s to 6s ..	..	0 3 8 $\frac{3}{4}$
8s to 11s ..	..	0 3 10 $\frac{1}{2}$
14s N.M. (Roto)	..	0 3 5 $\frac{1}{4}$
12s to 28s ..	..	0 4 10 $\frac{1}{2}$
30s to 32s ..	..	0 5 9 $\frac{1}{2}$
38s to 40s ..	..	0 8 4 $\frac{1}{2}$

Universal Grey

6s ..	..	0 7 2 $\frac{3}{4}$
8s to 12s ..	..	0 7 2 $\frac{3}{4}$
14s to 16s ..	..	0 8 1
18s to 24s ..	..	0 8 10 $\frac{1}{2}$
2/8s to 2/10s ..	..	0 6 7
3/16, 6/12, 6/15	..	0 6 7
2/14s ..	..	0 6 4 $\frac{1}{2}$
Colour 4s ..	..	0 7 2 $\frac{3}{4}$
„ 8s ..	..	0 6 9 $\frac{1}{2}$
„ 20s to 24s	..	0 14 6
„ 30s ..	..	1 0 10 $\frac{1}{2}$
„ 14s ..	..	0 12 1
„ 2/30, 2/40, 2/38	..	0 14 6

## IX.—(Contd.)

3

Rate in I.G. Rs.

*Winding continued*

Each mill will fix its own rates for each count or count group from the following table, so as to yield to winders the earnings shown above :—

Counts	5" Lift		6" Lift	
	Spindles per winder	Efficiency per cent	Spindles per winder	Efficiency per cent
(1) Grey Winding (Slow Speed)				
10s to 14s .. ..	16	58	18	60
15s to 20s .. ..	22	63	24	65
21s to 25s .. ..	28	68	30	70
26s to 30s .. ..	34	73	36	75
31s to 40s .. ..	40	78	42	80
41s to 50s .. ..	45	83	48	85
51s to 60s .. ..	50	88	52	90
(2) Grey winding (high speed)				
10s to 15s .. ..	6	57	7	60
16s to 24s .. ..	9	70	10	73
25s to 30s .. ..	9	73	10	75
(3) Pirn winding				
10s to 15s .. ..	15	78	15	78
16s to 20s .. ..	20	80	20	80
21s to 25s .. ..	25	82	25	82
(4) Colour winding (split drum from Hanks)				
2/30s .. ..	12	75	..	..
2/70s .. ..	20	80	..	..
(5) Colour winding (vertical from Hanks)				
2/30s .. ..	9	75	..	..
2/40s .. ..	12	75	..	..

1				2			
Warping				Warping			
High speed 10s per 100 Lbs.	0	3	13 $\frac{3}{4}$	High speed 18s for 100 Lbs.	0	3	0
12s do	..	0	3 7	" 24s "	0	4	0
14s/16s do	..	0	4 5 $\frac{1}{4}$	Slow speed 18s Grey "	0	7	2
18s/20s do	..	0	5 3 $\frac{1}{2}$	" 18s colour mixed "	0	8	6
24s ..	..	0	6 1 $\frac{3}{4}$	" 18s colour full "	0	9	4 $\frac{3}{4}$
30s/32s ..	..	0	6 11 $\frac{1}{4}$	" 30s Grey	0	12	0
40s ..	..	0	8 4 $\frac{1}{2}$	" 60s Grey "	1	8	0
3/14s to 3/16s do	..	0	1 9 $\frac{1}{2}$				
2/8s to 2/10s do	..	0	1 9 $\frac{1}{2}$				
Below 200 ends							
12s to 16s ..	..	0	0 10 $\frac{1}{2}$				
10s do ..	..	0	5 1 $\frac{3}{4}$				
Ordinary Speed							
Grey 12s do	..	0	5 11 $\frac{1}{4}$				
14s/16s do	..	0	7 5 $\frac{1}{4}$				
18s/20s do	..	0	8 10 $\frac{1}{2}$				
24s do	..	0	10 3 $\frac{1}{2}$				
30s/32s do	..	0	11 7				
40s do	..	0	13 11 $\frac{1}{4}$				
Ordinary speed			per 100 Lbs.				
Colour	..	14s/16s	"	0	8	5.1	
		18s/20s	"	0	11	0	
		24s	"	0	11	11.1	
		30s/32s	"	0	13	0	
		40s	"	0	15	4.1	
		2/30s	"	0	7	5.1	
		2/40s	"	0	10	3.1	
		20,2/30s	"	0	10	3.1	
		24,2/40s	"	0	11	11.1	
		14,2/30s	"	0	8	5.1	
		2/16s	"	0	4	3.1	
		8s	"	0	4	3.1	
		12s	"	0	7	2.1	
Ordinary speed							
Grey	..	3/14s, 3/16s		0	2	11.1	
		2/8s, 2/10s	"	0	2	11.1	
Below							
200 ends	..	12/60s	"	0	0	10.1	
For winding	..	2/19s	per 25 Lbs.	0	4	3.1	
Colour winding	..	2/19s	per 101 Lbs.	0	5	9.1	
Do	..	2/26s	"	0	7	0	
Warp high speed	..	10s	per 100	0	3	1.3	
Warp Ordinary speed	10s		"	0	5	1.3	

Plus 6 $\frac{1}{4}$ % for 7 $\frac{1}{2}$  hours.

## IX.—(Contd.)

3

Rate in I.G. Rs.

*Warping* :—1. Warpers, minding slow speed machines :—*Rates in Pies per 10,000 Yards (Grey and coloured ends)*

No. of Ends	Grey warp up to and including 16 Coloured ends	Pattern Beams with 17 or more coloured ends up to 25 per cent	Pattern Beams with more than 25 per cent & up to 50 per cent coloured ends	Pattern Beams over 50% coloured ends	Self coloured beams with or without border 96 to 100 per cent
1	2	3	4	5	6
380 and below	174	248	258	286	258
381 to 400 ..	178	254	264	292	264
401 to 420 ..	182	260	270	298	270
421 to 440 ..	186	266	276	304	276
441 to 469 ..	190	272	282	310	282
461 to 480 ..	194	278	288	316	288
481 to 500 ..	198	284	294	322	294
501 to 520 ..	202	290	300	328	300
Creeling allowance for every creel changed. Pies	48	72	84	96	66

Creeling allowance is payable even when creel boys do the creeling. In shift working, to earn the creeling allowance the warper must creel, fill up the pins, bring the ends forward and put a new beam.

*Allowance for counts (Grey and coloured)*

Per cent

10s—16s ..	..	..	..	..	..	5
Uncombed 40s-49s ..	..	..	..	..	..	5
„ 50s-59s ..	..	..	..	..	..	8
Combed 50s-59s ..	..	..	..	..	..	5
„ 60s-69s ..	..	..	..	..	..	10
„ 70s-79s ..	..	..	..	..	..	15
„ 80s-89s ..	..	..	..	..	..	20

For additional beams from one creeling, an allowance of two annas for each additional beam changes.

No allowance for changing the patterns in border beams.

Mills warping more than 520 ends should increase the rates proportionately.

Warpers, minding high speed machines :—The piece-work rates should be fixed by individual mills so as to yield a full-time employee working for 26 days, the earnings of Rs. 65-0-0.

All Warpers both slow speed and high speed at present being paid at time rates should be paid at piece-work rate.

		Rate in I.G. Rs.		Rate in O.S. Rs.	
<i>Drawing-in :</i>				<i>Drawing-in :</i>	
	1000 ends			<i>Reachers</i>	
Plain & Twills Cotton Healds	..	0	2 11. $\frac{1}{4}$	1000 ends of grey	24 pies
Susi (St. shirting)	..	0	3 7	.. susi	27 $\frac{1}{2}$ ..
Drill 6 shafts	..	0	3 7	.. Drill, PB.	25 $\frac{1}{2}$ pies
				Dhoti.	
Grey Col. Fancy up to 6 shafts	..	0	4 4. $\frac{1}{2}$	.. Crape	..35 ..
				Wire Healds	26 ..
Above 6 shafts	..	0	5 2. $\frac{3}{4}$	Drawers	
comber border fancy.	..			1000 ends of grey	40 pies
Border above 5/8"	..	0	3 9. $\frac{1}{2}$	.. .. susi	45 $\frac{1}{2}$ ..
				.. Drill, PB.	44 $\frac{1}{2}$ ..
				Dhoti	
N.B. Dhoty	..	0	2 11. $\frac{1}{4}$	.. Crape	..59 ..
Comber border fancy 3"	..	0	4 4. $\frac{1}{2}$	.. Wire Healds	44 ..
border Pacha.					
Sucy	..	0	3 2. $\frac{3}{4}$		
Plain & Twill Wire Healds	..	0	3 7. $\frac{3}{4}$		
Susi (St. shirting)	..	0	4 6		
Drill 6 shafts	..	0	4 6		
Grey Col. Fancy upto 6 shafts	..	0	5 5. $\frac{1}{4}$		
Above 6 shafts Comber	..	0	6 6		
border fancy.					
Border above 5/8"	..	0	4 8. $\frac{3}{4}$		
N.B. Dhoty	..	0	3 7. $\frac{3}{4}$		
Comber border fancy 3"	..	0	5 5. $\frac{1}{4}$		
border Pacha.					
Sucy	..	0	4 0		

Plus 6  $\frac{1}{4}$ % for 7  $\frac{1}{2}$  hours.

*Weaving :*

Loom Width (For 40 Yards)	
36"	170 pies
40"	170 ..
45"	179 ..
50"	183 ..
54"	196 ..
60"	204 ..
64"	213 ..
72"	221 ..
90"	312 ..
100"	340 ..

*Weaving :*

Two loom weavers.

Pies  $\frac{2}{3}$  33 per 10 yards on 44" looms with 18s warp and 18s weft with 40" reed and 40 pick.  
All other particulars and allowances: Bombay standards are made applicable in O.S. currency.

Four loom weavers.

Four loom weavers get the wages on  $\frac{3}{4}$  of the production of four looms.

## IX—(Contd.)

3

Rate in I.G. Rs.

*Drawing-In :*

Patterns	Rates in Pies per 1,000 ends.
1. Grey, Plain, Twills and Drills 4 shafts or less .. ..	40
2. 100% self colour, Plain, Twills and Drills-4 shafts or less ..	42½
3. Plain, Stripes and Checks, Susi, Plain or Twill Weave ..	45½
4. Dhotees up to and including ¾" Plain Boarder .. ..	42½
5. Dhotees up to and including ¾" Dobby Border .. ..	44½
6. Sarees with ¾" Plain Border .. ..	45½
7. Sarees up to and including ¾" Dobby work .. ..	47
8. Sarees, full Dobby Borders over ¾" .. ..	61
9. Dobby cloths including Dobby Striped Cloth and including Drills on more than 4 shafts by excluding dhotees & sarees ;	
5—6 Shafts .. ..	59
7—12 „ .. ..	78
13—16 „ .. ..	98
17—20 „ .. ..	132

*Drawing-in**Allowances*

Double Beam Work .. ..	.. Above rates plus 7 pies.
Wire Healds .. ..	.. Above rate plus 10%.
Double Drawn Beams .. ..	.. 75% of the above rates.

2. and 1 Drill drawn in on 6 shafts should be paid at 6 shafts Dobby rates.

Sorts drawn-in on 80 actual reeds and fine (two ends per dent) the above rates should be increased by 7 pies.

2. Reachers :—A Reacher should get wages equivalent to 60% of the earnings of the corresponding Drawes-in.

1

2

*Weaving--(Contd.)*

*Revised weaver's Wage List from the  
1st April 1946 (9 hours working)*

Weaving jobbers.

Loom Width :	36" 40" 45" 50" 54" 60" 64"	For 100 lbs nominal		
	72" 90" 100.	weight of	.. 18s=0 10	4½
Loom Speed :	210 200 196 184 176 166	"	.. 22s=0 12	0
	160 147 130 120.	"	.. 24s=0 13	0
Basic wage :	198 198 208 213 228 238	"	.. 30s=0 15	11¼
	248 257 363 396.	"	.. 40s=1 13	9
		"	.. 44s=2 0	0
		"	.. 60s=2 8	0
		"	.. 80s=3 8	0

Production and wage rates to be calculated on the above basic wage and looms speed with a standard efficiency of 80% with the following adjustments where applicable. The following allowances are accumulative.

-	5%	More than 2 headings below 6 yards
Less	5%	Efficiency for heavy reed
"	5%	" for heavy picks.
"	*5%	" Coarse weft in looms over 45" wide.
"	5%	" Plain border sarees over 12" border.
"	5%	" Dobby sarees over 1" border.
"	5%	" Full Dobby over 6 shafts.
"	5%	" Drills.
"	5%	" Pick findings.
"	2%	" Col. Warp upto 25% warp
"	5%	" " 26/50%
"	7%	" " 51/75"
"	10%	" " 100% in stripes if on the same col.
"	5%	" " "
"	5%	" all split sorts.

Narrow cloth woven in wide looms to be paid at rate increased inverse proportion to loom speed.

Heavy reed :	15 warp	52 reed and finer
	20 "	60 "
	24 "	68 "
	30 "	76 "
Heavy picks :	9 weft	48 picks and over
	10/14 "	52 "
	16/24 "	60 "
	30 "	68 "

All rates to be calculated to the nearest ¼ pies per lb.

\*Counts below 14s weft taken as Coarse.



Rate in I.G. Rs.

*Weaving*

The Bombay standard with the alteration in the basic rate from 36 pies to 33 pies. All other particulars and allowances of Bombay standard to remain unaltered.

The Bombay standardisation Scheme is printed on pages 2270-2275 of the Bombay Government Gazette Extraordinary of 2nd June 1947.

*Jobbers and Muccadams*

1. Mills which pay Jobbers and Muccadams in the following occupations on piece rates may continue to do so but their piece rates should be so adjusted that their earnings for 26 days do not fall below the minimum time-rates of the respective occupations specified below. Where their present earnings are above the minimum they should not be reduced.

1. Blow room jobbers	..	50	6	0	
2. Card room jobbers	..	60	2	0	
3. Frame Head jobbers	..	60	2	0	
4. Frame Line Doffer	..	50	6	0	& resp.
jobbers	..	45	8	0	
5. Ring Head jobbers	..	71	8	0	
6. Willow Muccadams	..	35	12	0	
7. Dobby or Fancy jobbers	..	60	2	0	
8. Drop Box jobbers	..	81	4	0	

The basis of calculating the piece-work earnings of the following occupations varies from mill to mill :—

1. Weaving Head Jobbers.
2. Weaving Line Jobbers looking after one full line or two rows of looms comprising about 44 looms.

The existing basis should be replaced by fixed percentages—one for Head Jobbers and the other for Line Jobbers—on the total earnings of weavers working under them respectively. These percentages may vary from mill to mill but must be the same for the same occupation in one particular mill. The percentages should be so fixed that a Weaving head jobber earns between Rs. 140 and Rs. 150 and a Line jobber between Rs. 95 and Rs. 105 for 26 days. The head jobbers and Line jobbers in a particular mill should be paid on the same uniform rates applicable to them respectively.

3. Heading Jobbers : Average wages of a two-loom weaver.
4. Beam Distributors :—One and one-eighth times the average wages of a two-loom-weaver.
5. Line level Jobbers in mills where they are at present being paid on piece-rates :—Twice the average wages of a two-loom weaver.

## APPENDIX X

*Statement showing the Occupations and Grades in Vazir Sultan Tobacco Company, Hyderabad and Imperial Tobacco Company, Bangalore*

All rates are in I.G. Currency

Vazir Sultan Tobacco Company	Occupations	Imperial Tobacco Company
1	2	3
Rs.		Rs.
<i>Monthly Rated Class 'A'</i>		
27-1-35-2-43	.. Peons .. ..	.. 35-1-55
..	.. Tea Maker .. ..	.. ..
..	.. Tiffin Room Boy .. ..	.. ..
42-3-66-5-101	.. Dresser .. ..	.. 52-3-106
..	.. Female Nurse .. ..	.. ..
..	.. Bank Peon .. ..	.. ..
..	.. Assistant Cook .. ..	.. ..
..	.. Female Maistry .. ..	.. ..
..	.. Asst. Clerk .. ..	.. 52-3-106
..	.. Daftari .. ..	.. ..
51-4-83-5-128	.. Driver .. ..	.. 52-3-106
..	.. Compounder .. ..	.. 75-5-175
65-5-150	.. Factory clerk .. ..	.. 61-3-88-5-143
..	.. Maistry .. ..	.. ..
..	.. Section man .. ..	.. ..
..	.. Section women .. ..	.. ..
..	.. Compound Overseer .. ..	.. ..
84-7-147-10-197	.. Factory Dept. Head Clerk .. ..	.. 100-5-190-10-210
..	.. Clerk I/C Shipping .. ..	.. 110-10-260
..	.. Head Section Man .. ..	.. 100-5-190-10-210
103-10-233	.. Factory Head Clerk .. ..	.. ..
..	.. Department Supervisor (female) .. ..	.. ..
148-12-244-15-319	.. Factory Dept. Supervisor .. ..	.. 110-10-260
<i>Engineering Department Monthly Rated</i>		
51-4-83-5-128	.. Boiler Attendant Class II .. ..	.. ..
65-5-150	.. Boiler Attendant Class I .. ..	.. 61-3-88-5-143
..	.. Typist .. ..	.. ..
..	.. Job/Store clerk .. ..	.. 61-3-88-5-143

## APPENDIX X.—(Contd.)

1	2	3
Rs.		Rs.
<i>Engineering Department Monthly Rated</i>		
65-5-150	.. Time Keeper .. ..	.. 61-3-88-5-143
..	.. Engineering Department Clerk	.. 75-5-175
84-7-147-10-197	Engineering Dept. Senior Clerk	.. 100-5-190-10-210
..	.. Head Maistry (Dies) ..	.. 75-5-175
..	.. " (Carpenter Shop) ..	.. "
..	.. " (Mechanic Vehicles) ..	.. "
..	.. Store Keeper .. ..	.. 75-5-175
..	.. Head Maistry (Elec.) ..	.. "
..	.. Head Maistry (Outside) ..	.. 75-5-175
..	.. Head Maistry (Erection Shop)	.. "
103-10-233	.. Head Store Keeper ..	.. 100-5-190-10-210
..	.. Draughtsman II ..	.. "
148-12-244-15-319	Charge Hand (Out side) ..	.. 110-10-260
<i>Engineering Department Daily Rated</i>		
1-0-0—0-0-6	General worker .. ..	.. 1-3-0—0-0-6
1-3-6—0-1-0—1-12-6		1-15-6.
1-1-0—0-0-6	.. Learner .. ..	.. 1-4-0—0-0-6—1-8-0—
1-4-6—0-1-0—2-2-6		0-1-0—2-9-0.
1-6-0—0-1-0 2-15-0	.. Tinsmith (2nd class) ..	.. 1-9-0—0-1-0—3-2-0
..	.. Mason .. ..	.. 1-9-0—0-1-0—3-2-0
..	.. Carpenter .. ..	.. "
..	.. Turner (3rd class) ..	.. "
..	.. Moulder " " ..	.. "
..	.. Fitter " " ..	.. "
..	.. Painter " " ..	.. "
..	.. Hammer Man .. ..	.. "
..	.. Wireman (electrician-mate) ..	.. "
..	.. Tool Store-hand (not clerk) ..	.. "
..	.. Store hand .. " ..	.. "
..	.. Stoker .. ..	.. "
1-12-0—0-2-0— 3-14-0	.. Blacksmith (1st class) ..	.. 2-0-0—0-1-0— 2-8-0—0-2-0— 3-4-0—0-2-6—4-3-0
..	.. Mason .. ..	.. "
..	.. Carpenter .. ..	.. "

## APPENDIX X.—(Contd.)

1	2	3
Rs.	<i>Engineering Department Daily Rated</i>	Rs.
1-12-0—0-2-0— 3-14-0	.. Tinsmith „ „ ..	2-0-0—0-1-0—2-8-0— 0-2-0—3-4-0— 0-2-6—4-3-0
„	.. Turner (2nd class) ..	„
„	.. Die Cutter „ „ ..	„
„	.. Welder „ „ ..	„
„	.. Fitter „ „ ..	„
„	.. Driller „ „ ..	„
„	.. Shaping M/c Operator ..	„
„	.. Sign Writers/Head Painters ..	„
„	.. Miller (2nd class) ..	„
„	.. Moulder „ „ ..	„
2-9-0—0-2-0— 5-5-0	.. Head Mason ..	2-13-0—0-2-0—3-5-0— 0-2-6—5-8-0
„	.. Turner (1st class) ..	„
„	.. Miller ..	„
„	.. Fitter „ „ ..	„
„	.. Die cutter „ „ ..	„
„	.. Head Carpenter ..	„
„	.. Electrician (workman 1st class-certified) ..	„
<i>Daily Rated Workers</i>		
0-14-6—0-0-6— 1-5-0 (females only)	.. General Worker (Shipping Dept., Miscellaneous Dept, Manufacturing Dept., Box making Dept., Cigarette making) ..	1-2-0—0-0-6— 1-14-6
„	.. General worker (Packing) ..	„
„	.. Packer „ ..	„
„	.. Wrapper „ ..	„
„	.. Feeder „ ..	„
„	.. General worker (Canteen) ..	„
1-0-0—0-0-6— 1-3-6—0-1-0— 1-12-6	.. General worker (Shipping) (Misc. Manufacturing, Casemaking, Box making)	1-3-0—0-0-6— 1-15-6
„	.. (female) (Packing) ..	„
„	.. Table Maistry (female) (Packing) (Manufacturing, Box-making)	1-3-0—0-0-6—1-15-6
„	.. General worker (cigarette making, Warehouse, Canteen)	

## APPENDIX X.—(Contd.)

1	2	3
Rs.		Rs.
	<i>Daily rated workers</i>	
1-1-0—0-0-6— .. Oiler .. ..		.. 1-4-0—0-0-6—1-8-0— 0-1-0—2-9-0
1-4-6—0-1-0—2-2-6		
1-1-0—0-0-6— .. Feeder (Cigarette Making) ..		.. 1-4-0—0-0-6—1-8-0— 0-1-0—2-9-0
1-4-6—0-1-0— 2-2-6.		
.. .. Maistry female (Manufacturing)		.. ..
.. .. Feeder (Steam Rolling) ..		.. ..
.. .. Feeder (Cigarette Splitting) ..		.. 1-4-0—0-0-6—1-8-0— 0-1-0—2-9-0
.. .. Feeder (Cutting) .. ..		.. ..
.. .. Feeder (Drying) .. ..		.. 1-6-0—0-0-6—1-9-0— 0-1-0—2-12-0.
1-3-0—0-1-0— .. Ganger (Shipping, Misc., Manufacturing, 2-7-0 Case-making and Ware-house)		.. ..
.. .. Stenciller (Shipping) ..		.. ..
.. .. Stenciller (Packing) ..		.. ..
.. .. Nailer (Box making) ..		.. 1-6-0—0-0-6—1-9-0— 0-1-0—2-12-0.
.. .. Nailer (Tin making, Packing)		.. ..
.. .. Sorter (Cigarette Making) ..		.. 1-6-0—0-0-6—1-9-0— 0-1-0—2-12-0.
1-5-0—0-1-0— .. Rolleing M/c Operator ..		.. 1-7-0—0-0-6—1-9-0— 0-1-0—2-14-0.
2-10-0		
.. .. Splitting M/c Operator ..		.. ..
.. .. Drying, Grinding, and Steaming, Cutting M/c Operator.		.. ..
.. .. Case maker and sawer, Printing M/c Operator, Carton M/c Operator, Slitting M/c Operator, Slide M/c Opera- tor, Guillotine M/c Operator.		.. ..
.. .. Hulls Stkg. M/c Operator ..		.. ..
.. .. Paste Maker and Tailor ..		.. 1-7-0—0-0-6—1-9-0— 0-1-0—2-14-0.
1-6-0—0-1-0— .. Checker (Shipping, Packing, Box making, 2-15-0 Cigarette making, Warehouse and Canteen)		1-9-0—0-1-0—3-2-0.
.. .. Auto trunk driver ..		.. ..
.. .. Operator M/c ..		.. ..
1-13-0—0-2-0— .. Section man (Packing, Box making, 3-15-0 Cigarette making)		2-0-0—0-1-0—2-8-0— 0-2-0—3-4-0—0-2-6— 4-3-0.
.. .. Section man (Manufacturing)		.. ..

Source : Imperial Tobacco Company of India, Bangalore and Vazir Sultan Tobacco Company, Hyderabad Dn.

## APPENDIX XI

*Memorandum of Mutual Settlement between the Vazir Sultan Tobacco Company Limited, Hyderabad (hereinafter called "the Company") and the Vazir Sultan Tobacco Company Limited, Workers' Union, Hyderabad (hereinafter called "the Union") arrived at in accordance with clause (2) of the Agreement dated 6th January 1953.*

WHEREAS the cost of living index figure for Hyderabad City as published in the Hyderabad Official Gazette has risen by more than 15 points over the index 155, the Company and the Union have entered into negotiations as provided by Clause 2 of the Agreement dated 6th January 1953, and have arrived at the following mutual settlement regarding Dearness Allowance :—

In the blocks of 15 points immediately above and immediately below the block 140 to 170 an increase of Rs. 6 for the upper block and a similar decrease of Rs. 6 for the lower block will be made in respect of the minimum basic wage. It has also been agreed that a further Rs. 6 will be added in respect of the minimum basic wage for the block 186 to 200 and a similar amount will be deducted for the block 124 to 110. It has further been agreed that an increase of 6 pies for each rupee of basic wage in excess of the minimum basic wage will be added in the case of the block 171 to 185 and deducted in the case of the block 139 to 125, and similarly in the case of the blocks 186 to 200 and 124 to 110. A supplement to Schedule II of the Agreement dated 6th January 1953 is attached herewith showing the effect of the mutual settlement which has been reached between the Company and Union as set out above. Should the cost of living index figure for Hyderabad City as published in the Hyderabad Official Gazette rise or fall above or below the blocks referred to above the rates of Dearness Allowance will be open to further negotiation between the Company and the Union.

*The Vazir Sultan Tobacco Company Limited, Hyderabad :*

Witnessed

Sd./ G.W. HITCHCOCK, *Director.*

Sd./ J.H. COLLINS

Sd./ H.R. HUTCHINS, *Labour Liaison Manager.*

Sd./ C. RAGHAVACHARY

*The Vazir Sultan Tobacco Co. Ltd. Workers' Union, Hyderabad.*

Witnessed

Sd./ K. SOMAYAJULU, *President*

Sd./ J.H. COLLINS

Sd./ T. MAHADEV SINGH, *General Secretary.*

Sd./ C. RAGHAVACHARY

Sd./

Labour Commissioner.

Dated 23rd October, 1953.

## APPENDIX XI.—(Continued)

Supplement to Schedule II in accordance with the Memorandum of mutual Settlement dated 23rd October, 1953.

## SCALE OF DEARNESS ALLOWANCE

All rates are in I.G. Currency

1	2	3		4
		Dearness Allowance on basic wages up to and including I.G. Rs. 25	Dearness Allowance on basic wages of I.G. Rs. 26 to I.G. Rs. 319 and above. 171 increase per Re. of basic wages.	Dearness Allowance on basic wages of I.G. Rs. 172 I.G. R s.
110-124	..	39 7 0	0 5 0	0 4 0
125-139	..	45 7 0	0 5 6	0 4 6
140-170	..	51 7 0	0 6 0	0 5 0
171-185	..	57 7 0	0 6 6	0 5 6
186-200	..	63 7 0	0 7 0	0 6 0

23-10-1953

Sd/ G.W. HITCHCOCK  
Director.

Sd/ K. SOMAYAJULU  
President.

Sd/ H.R. HUTCHINS  
Labour Liaison Manager.

Sd/ T. MAHADEV SINGH  
General Secretary.

Sd/-  
Labour Commissioner.

23-10-53

## APPENDIX XII

*Copy of the Letter No. 706/G, dated 13-12-1956 addressed to the Secretary, Wages Committee, Hyderabad—Deccan from the Commissioner, Hyderabad Municipal Corporation, Hyderabad-Deccan.*

**Subject:** Information Regarding house Rents—requested

Sir,

With reference to your letter No. WC/39, dated 30-11-1956, I am to inform you that Hyderabad Municipal Corporation has proposals to construct about two hundred single-room tenement houses yearly under low Income Group Housing Scheme. At present (200) houses are under construction. The question of rent is still under consideration. Rs. 1-11-6 is being collected as rent per month from the Municipal labourers who are provided in Municipal quarters consisting of one room 10' × 10' one kitchen 3' × 3' and a Varandah 7' × 3' at labour centres.

According to the Re-assessment figures the average rent for one room tenement is Rs. 5 for Pucca and Rs. 3-8-0 for Kacha and Re. 1 for Huts.

True Copy.

Yours faithfully

Sd/

Commissioner.

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*Copy of Letter No. T7/2/56, dated 28th January, 1957, Addressed to the Secretary, Wages Committee, Hyderabad-Deccan from the operating officer, office of the General Manager, Andhra Pradesh Road Transport, Musheerabad, Hyderabad-Deccan.*

**Subject :** Wages Committee—Information regarding increase in bus fares.

**Reference :** Your letter No. WC/544, dated 7th January, 1957.

Sir,

I have to inform you that I.G. Bus fares were introduced in the City Services in place of O.S. fares with effect from 15th August 1954. The basic fare of O.S. 12 pices per mile which is equivalent to I.G. Rs. 10.28 Pies per mile is continued to be charged in the City services by suitably altering the fare stags. Further when O.S. fares were charged, the fares were in multiples of annas only. With the introduction of I.G. fares the fares are charged in multiples of half-annas subject to a minimum fare 0-1-0 for a distance of 1.2 miles.

Yours faithfully

Sd/-

Operating Officer.



## APPENDIX XII.—(Contd.)

Copy on the letter No. 481/76/17/56-57, dated 24-1-1957 addressed to Sri S. R. Deshpande, Member, Wages Committee, Hyderabad from the Director, Public Instruction, Government of Andhra Pradesh, Hyderabad-Deccan.

Subject :—Demonetisation—Rise in School Fees.

Reference :—Your D.O. No. W.C./508, dated 7th January, 1957.

SIR,

The position of collection of fees after April 1953 is as follows :—

1. The tuition fee in Government schools is being collected in I.G. equivalence.
2. Games, Poor fund fee and library, etc., is being collected at the previous rates in I.G. (slight increase) Games fee used to O.S. As. 4 not it is I.G. As. 4.
3. The fee in multipurpose schools which are very few in number is being collected at a higher rate approved by Government. This has nothing to do with demonetisation.

The rates of fee in ordinary and Multipurpose Schools is as follows :—

Ordinary School		City Secunderabad					Districts				
		O.	S.	Rs.	a.	p.	O.	S.	Rs.	a.	p.
VIII	..			1	8	0			1	0	0
IX	..			1	12	0			1	0	0
X	..			2	0	0			1	4	0

Multipurpose Schools :

		Boys		Girls	
City	...	..	I.G. Rs. 4 p.m.	I.G. Rs. 2 p.m.	
Districts	..	..	I.G. Rs. 3 p.m.	I.G. Rs. 2 p.m.	

4. The following items have been added after April 1953.

(i) A.C.C. fee in respect of High School Classes (increase in games fee). Games fee was being charged at the rate of As. 4 O.S. now As. 8 I.G. is being collected in respect of High School Classes out of which As. 4 for games and As. 4 for A.C.C. is separated.

(ii) Radio maintenance fee is collected at the rate of As. 1 p.m. per student.

5. The aided institutions are free to fix up the rate of fee, but in connection with the change over from O.S. currency to I.G. Currency the Department had issued instructions not to raise fee. This office did not receive any complaints regarding raising of fee by private schools.

Yours faithfully,

Sd/-

for DIRECTOR,  
Public Instruction.

## APPENDIX XIII

*Consumer price Index number for working class by consumption groups for Hyderabad City.*

(Base: August 1939=100)

Year or month		CONSUMPTION GROUP						
		Food	Fuel & lighting	Clothing and foot wear.	Intoxi- cants	Miscel- laneous	All items	
	1	2	3	4	5	6	7	
1945	..	..	242	257	255	300	197	241
1946	..	.	257	266	281	325	223	258
1947	..	..	292	342	287	396	249	293
1948	..	..	311	364	382	467	314	329
1949	..	..	345	373	399	475	283	349
1950	..	..	392	365	303	450	284	368
1951	..	..	392	378	373	458	294	378
1952	..	..	387	411	326	463	297	373
1953	..	..	435	376	303	483	308	402
1954	..	..	412	389	294	408	297	382
1955	...	..	339	394	286	408	302	335
1956	January	..	378	375	308	408	306	361
	February	..	387	373	285	408	305	365
	March	..	433	363	286	408	305	394
	April	..	451	365	301	408	308	408
	May	..	436	363	301	408	311	398
	June	..	436	418	301	408	314	403
	July	..	445	441	302	408	308	409
	August	..	455	448	309	408	310	417
	September	..	467	444	312	408	312	425
	*October.	..	469	381	314	408	312	422

\*Provisional

*Note :-* The weightage is based on the 1943-44 consumption pattern.

*Source:-* Bureau of Economics & Statistics, Hyderabad.

## APPENDIX XIV

*Retail prices of few of the common Articles of daily Consumption in various places in October, 1956.*

All rates are in I.G. Currency.

Sl. No.	Articles	Unit of quality	Bombay			Ahmedabad			Sholapur			Hyderabad		
			Price			Price			Price			Price		
1.	Rice	Seer	0	7	0	0	8	0	0	8	0	0	8	0
2.	Patni	"	0	8	7	0	7	0	0	8	0	0	8	6+
3.	Wheat	"	0	8	2	0	7	0	0	8	4	0	8	6+
4.	Jawari	"	0	8	4	0	8	4	0	8	4	0	7	7—
5.	Bajra	"	0	8	6	0	6	8	0	6	8	0	8	10—
6.	Turdal	"	0	9	6	0	7	6	0	9	6	0	7	7—
7.	Gram	"	0	8	11	0	8	2	0	6	0	0	7	7—
8.	Gur	"	0	9	0	0	8	2	0	6	8	0	7	5—
9.	Sugar	"	0	14	5	0	14	8	0	15	0	0	13	7—
10.	Tea	One Lb.	2	10	4	2	13	4	2	10	0	2	9	5—
11.	Fish Dry	Dozen	0	3	6	2	0	0	1	14	0	2	0	0+
12.	Mutton	Seer	2	6	0	0	7	10	0	10	8	0	11	4+
13.	Milk	"	0	15	6	0	7	10	4	10	8 (ghee)	3	0	9 (ghee)
14.	Vnaspathi	"	2	8	0	6	2	10 (ghee)	0	1	6	0	1	6—
15.	Salt	"	0	2	8	0	1	0	2	5	4	2	5	11+
16.	Chillies dry	"	2	3	10	2	0	0	..	..	..	0	8	11—
17.	Tamarind old	"	0	12	6	..	..	..	..	..	..	0	14	10—
18.	Turmaric	"	1	7	8	..	..	..	..	..	..	0	3	2+
19.	Onions	"	0	3	10	..	..	..	0	3	1	1	7	1—
20.	Sweet Oil	"	1	8	0	1	8	8	1	8	6	(groundnut oil)	..	..

SOURCE.—Bombay Labour Gazette December 1956 for Bombay, Sholapur and Ahmedabad.  
SOURCE FOR HYDERABAD.—Bureau of Economics & Statistics, Hyderabad-Dn.

+for Costlier than Sholapur

— for Cheaper than Bombay.

## APPENDIX XV

*Note on the mode of linking dearness allowance to the cost of living Index numbers in Azam Jahi Mills and Vazir Sultan Tobacco Company.*

*Azam Jahi Mills, Warangal :*

In Azam Jahi Mills dearness allowance payable is adjusted to the cost of living month by month and any rise over cost of living index figure of 164 is compensated at O.S. As. 0-2-0 per point per month. The figure 164 was an average of the cost of living indices figures for the year 1952. For calculating dearness allowance for the current month index figures ruling two months earlier was taken for calculation.

*Vazir Sultan Tobacco Company :*

In Vazir Sultan Tobacco Company dearness allowance is payable for the rise or fall of index figures by 15 points according to a specified rate. In the blocks of 15 points immediately above and immediately below the block 140 to 170 an increase of Rs. 6 for the upper block and a similar decrease of Rs. 6 for the lower block will be made in respect of the minimum basic wage. Similarly a further amount of Rs. 6 will be added in respect of the minimum basic wage for the block 186 to 200 and a similar amount will be deducted for the block 124 to 110. Further an increase of 6 pies for each rupee of basic wage in excess of the minimum basic wage will be added in the case of the block 171 to 185 and deducted in the case of the block 139 to 125 and similarly in the case of the blocks 186 to 200 and 124 to 110. Should the cost of living index figure for Hyderabad City rise or fall above or below the blocks referred to above. The rates of dearness allowance will be open to further negotiation between the company and the union.



## APPENDIX XVI

*Statement showing the Retail Prices of Commodities in the food group in Hyderabad City, Nizamabad, Warangal & Sirpur-Kaghnagar in January, 1957.*

SOURCE : For Hyderabad, Nizamabad & Warangal, Bureau of Economics & Statistics. For Sirpur—Collected by the Committee.

All rates are in I.G. Currency.

Sl. No.	Commodity	Unit	Hyderabad	Nizamabad	Warangal	Sirpur
1	2	3	4	5	6	7
			Rs.	Rs.	Rs.	Rs.
1.	Rice ..	.. Sr.	0 9 0	0 7 4	0 9 0	0 8 6
2.	Wheat ..	.. „	0 8 7	0 8 0	0 8 9	0 8 6
3.	Jawar ..	.. „	0 8 4	0 5 3	0 6 2	0 5 8
4.	Tuadali ..	.. „	0 8 6	0 8 5	0 8 8	0 9 0
5.	Mungdal ..	.. „	0 9 11	0 10 3	0 8 9	0 10 0
6.	Gramdal ..	.. „	0 8 1	0 8 2	0 7 10	..
7.	Masurdal ..	.. „	0 11 4	0 10 0	..	0 11 0
8.	Onions ..	.. „	0 5 6	0 4 4	0 5 7	0 5 6
9.	Vegetables ..	.. „	0 5 1	0 5 5	0 5 5	..
10.	Gingelly oil ..	.. „	2 0 9	1 3 5	1 15 10	..
11.	Groundnut ..	.. „	1 7 8	1 7 2	..	1 9 0
12.	Sugar ..	.. „	0 13 6	0 13 10	0 13 10	0 15 0
13.	Gur ..	.. „	0 6 11	0 4 11	0 6 3	..
14.	Salt ..	.. „	0 1 6	0 2 0	0 1 8	0 1 8
15.	Chillies ..	.. „	1 8 0	1 7 5	1 11 3	..
16.	Tamarind ..	.. „	0 9 4	0 9 1	0 9 3	0 10 0
17.	Copra ..	.. ¼Sr.	0 6 0	..	0 6 0	..
18.	Coriander ..	.. ¼Sr.	0 3 8	..	0 3 2	..
19.	Turmaric ..	.. Sr.	0 14 6	0 11 1	0 12 8	..
20.	Garlic ..	.. „	0 15 11	0 13 1	0 15 2	0 12 0
21.	Ginger ..	.. „	0 12 0	0 11 9	0 12 10	1 2 8
22.	Cumin ..	.. ¼Sr.	0 9 0	..	..	..

## APPENDIX XVI.—(Contd.)

1	2	3	4	5	6	7
		Sr.	Rs.	Rs.	Rs.	Rs.
23. Bojwar ..	..	¼Sr.	0 6 3	..	..	..
24. Masala ..	..	¼Sr.	4 3 9	1 7 4	0 7 3	..
25. Til ..	..	¼Sr.	0 5 0	..	..	..
26. Khaskhas ..	..	¼Sr.	0 10 11	..	..	..
27. Ghee ..	..	Sr.	3 1 8	4 1 7	3 9 5	4 0 0
28. Curd ..	..	Sr.	0 8 1	1 0 0	0 11 0	..
29. Milk ..	..	Sr.	0 11 7	0 8 0	0 11 7	1 0 0
30. Fish dry ..	..	¼Sr.	0 12 1	0 12 7	..	0 8 0
31. Mutton ..	..	Sr.	2 0 0	1 12 0	2 0 0	1 12 0
32. Beef ..	..	Sr.	0 12 0	0 12 0	0 8 0	..
33. Fruits ..	..	each	0 0 6	..	0 0 4	..
34. Tea ..	..	lb.	2 14 0	2 14 6	..	3 2 0



सत्यमेव जयते

## APPENDIX XVII

*Statement showing categories and Grades of the Workers of the National Rayon Corporation Ltd., Kalyan*

Sl. No.	Department	Skilled 'A'	125-7½-200	Skilled 'B'	120-6-180	Semi-skilled 'A'	105-4½-150	Semi-skilled 'B'	100-2½-125	Unskilled 'A'	95-2-105	Unskilled 'B'	90-1-95
1	2	3	4	5	6	7	8						
1. Viscose	..	..	Operators	..	Laundrymen	Helpers Painters	Mazdoors Sweepers Pulp Cutters						
2. Spinning	..	Recovery-Operator Spinner 'A', Doffguides	Jetroom Operator Spinners 'B', ment Operators.	Truckers Jetmen	Acidmen Jetroom men.	Helpers Painters	Mazdoors Sweepers						
3. Bleaching	..	Knitters Knitter Mechanics.	Dryer Operators Filter " " Dyette " "	..	Extractormen Jacketmen Unloaders.	Helpers Painters Jacketroom- helpers	Mazdoors Sweepers.						
4. Coning	..	Fitters.	Patrolmen Tension metermen. Cone Inspectors.	Asst. Fitters.	Coners (5 machines).	Cakemen	Sweepers.						
5. Realing	..	..	Patrolman	Asst. Fitters.	Reelers Hanktiers.	Movingmen	..						
6. Picking	..	..	Weighmen	..	..	Packers Strap- pers Painters Nailers Folders.	Mazdoors.						

APPENDIX XVII.—(Contd.)

1	2	3	4	5	6	7	8
7. Aux. Plant	..	..	Operators.	..	Painters Calcine Helpers Retort Helpers Sod. Sul- ph. Helpers CS2 Helpers CS2 Re- tortmen Acid Plantmen Water- works men Retort lining men Calciner men Mukadam.	..	Mazdoors.
8. Laboratory	..	..	Lab. testers.	..	Lab. Attendants.	..	Peons
9. Electrical & Mechanical.	..	Firemen Carp. Fitters Turbine Ops. Lead Bur- ners Welders Fit- ters Wiremen Tinsmiths Turners Machinists Black- smiths Operators & Fitters Motor Mechanic Mukadam.	..	Asst. Fitters Asst. Wiremen Asst. Firemen Asst. Operators & Fitters Asst. Turners Khalasis Hammermen Asst. Motor- Mechanics.	Ash Mukadam.	Asst. Mukadam.	Ash Mazdoors Coal Mazdoors.
10. Carpentry Shop	..	..	Carpenters.	Carpenters.	Carpenters.	Carpenter helpers.	
11. Civil Engineering & Transport	..	Fitters.	Masons Carpen- ters Plumber.	Roller Drivers & Drivers (truck)	Mukadam.	Painters, Roller Firemen Plumber Helper, Fitter Helper.	Mazdoors Pain- ter Helpers Cleaners.



12. Store/Canteen	..	..	...	..	Cook	Asst. Cook	Canteen Boys Mazdoors.
13. Yard Gang	..	..	..	..	Mukadam	..	Mazdoors.
14. General/Colony Hospital.	..	..	..	..	..	Sweepers Jamadar.	Sweepers Maz- doors Office Boys
15. Watch and Ward	..	..	..	Jamadar	Watchman.	..	..

SOURCE : National Rayon Corporation Limited, Kalyan.

# APPENDIX--XVIII

Statement showing the present Classification of workers and their Grades in the Hyderabad City Circle and the District Power Schemes (of the Electricity Department, Hyderabad) along with their proposed Classification and Grades

All rates in I.G. Currency

Present Category & Grades	Occupations of Hyderabad City Circle and District Power Schemes	Proposed classifications, Grades
1	2	3
<i>Hyderabad City Circle</i>		
Supervisory Grade I Rs. 140-4½-176-EB-6½-215-EB-8½-300.	Chief Meter Inspector, Assistant Electrical Foreman, Head Draughtsman, Technical Assistant, Assistant Shift Engineer, Power House Chemist, Conservancy Foreman, Assistant Mechanical Foreman, Mains Foreman, Installation Foreman, Chief Estimator, Street Light Foreman, Emergency Supervisor, Sub-Station-Foreman, Electrical Foreman (Secunderabad Division), Chief Tester.	Supervisory Grade I 150-7½-210-EB-10-310.
<i>District Power Schemes</i>		
	Assistant Superintendent, Electrical Supervisor, Mechanical Supervisor.	
<i>Hyderabad City Circle</i>		
Supervisory Grade II Rs. 105-3½-140.	Senior Inspector Winding, Senior Inspector Maintenance, Senior Draughtsman, Electrical Inspector, Sector Inspector, Sub-Station Erector, Emergency Supervisor, Street Light Supervisor, Shift Probationer, Boiler House Foreman 'A', Head Diesel Driver, Production Supervisor, Sub-Over, Senior Inspector Testing.	Supervisory Grade II Rs. 95-4-115-EB-5-150.
	<i>District Power Schemes</i>	
	Assistant Mechanical Supervisor, Assistant Electrical Supervisor, Sub-Overseer.	

### Hyderabad City Circle

Supervisory Grade III .. Chief, Line Erector, Chief Cable Joiner, Meter Tester, Estimator, Draughtsman, Chargeman Mason, Operator, Jointer Sub-Overseer, Emergency Man, Inspector Maintenance, Chargeman, Inspector Testing, Inspector Winding, Chargehand, Turbine Driver, Diesel Driver.	Supervisory Grade II Rs. 95-4-1 5-EB-5-150.
<i>District Power Schemes</i>	(The present grades II & III are combined into one grade).
Electrical Installation Inspector, Junior Draughtsman.	

### Hyderabad City Circle

Supervisory Grade IV. . . Assistant Estimator, Assistant Chargeman, Leading Hand, Assistant Chargehand, Assistant Sub-Station Erector, Testing Section Inspector, Crane Driver, Boiler House Foreman 'B', Senior Switch Board Attendant, Operator 'C', Turbine Driver, Improver, Foreman Mason, Tracer, Assistant Draughtsman, Senior Mechanic, Senior Electrician, Senior Tester, Senior Winder, Emergency Man, Switch Board Attendant, Senior Wireman, Estimator, Jamadar (Power House Guarding) Fixed pay Rs. 68-9-0.	Highly Skilled Rs. 75-3-105.
<i>District Power Schemes</i>	
Mechanical Chargeman, Electrical Chargeman, Line Chargeman, Tracer.	

### Hyderabad City Circle

Executive Technical .. Meter Inspector, Power House Chemist. 130-4-154-EB-6-190.	Executive Technical Rs. 140-5-170-EB-6-200.
Executive Ministerial .. Meter Reader, Estimator. 54-2-56-2½-81-EB-3½-130.	Executive Ministerial Rs. 60-4-100-5-140.

1	2	3
	<i>Hyderabad City Circle</i>	
Skilled Grade I Rs. 50-2-60-2½-65.	.. Turner I, Fitter I, Carpenter I, Painting Maistry, Blacksmith I, Moulding Maistry, Emergency Wireman, Line Erector, Blacksmith, Switch Board Attendant, Turbine Driver-mate, Senior Boiler Attendant, Assistant Crane Driver, Assistant Diesel Driver, Turbine Fitter I, Electrician I, Winder I, Assistant Meter Inspector, Mason I, Mason, Sub-station Attendant, Wireman, Sub-station Mechanic.	Skilled Grade I Rs. 55-2½-75.
Rs. 42½-65.	Engine Driver.	
	<i>District Power Schemes</i>	
	<i>Hyderabad City Circle</i>	
Skilled Grade II Rs. 35-1½-50-2-60-2½-65.	.. Mason, Boiler Attendant, Fitter II, Boiler House Attendant, Boiler Man Electrician I, Testor I.	
Rs. 35-1½-50.	.. Shop Assistant, Turner II, Fitter, Marker, Grinder, Shaper, Fitter II, Motor Driver, Fitter & Motor Driver, Carpenter II, Painter, Blacksmith, Blacksmith II, Winder II, Assistant Moulder, Moulder, Core Maker, Moulder II, Muccadam, Boiler Attendant, Switch Board Attendant, II, Asst. Boiler Attendant, Power House Mazdoor, Senior Boiler Attendant, Switch Board Attendant Boiler House Mazdoor, Mazdoor, Assistant Boiler Fitter, Assistant Turbine Fitter, Naik, Fuseman, Assistant Line Erector, Junior Blacksmith, Carpenter, Assistant Cable Joiner, Wireman, Joiner-mate, Line Erector, Material Checker, Testor II, Electrician II, Stores Muccadam Outdoor Material Checker, Coupola Mason, II Class Mason II, Sanitary Daroga, Mason.	Skilled Grade II Rs. 40-2½-65.
	<i>District Power Schemes</i>	
	Engine Driver Junior, Wireman, Meter Reader, Fitter, Blacksmith, Carpenter.	
	<i>Hyderabad City Circle</i>	

Skilled Grade III or  
Semi-skilled Grade I.  
Rs. 26-1-33-1½-38.

Turbine Attendant, Oilman, Boiler Attendant, Pump Attendant, Assistant Boiler Fitter, Fitter-mate, Water Softening Plant Mazdoor, Laboratory Attendant, Power House Guard, Shop Attendant, Assistant Tool Issuer, Assistant Turner, Driller, Assistant Fitter, Assistant Grinder, Machine Man, Assistant Carpenter, Carpenter-mate, Hammer Man, Assistant Blacksmith, Assistant Tinsmith, Assistant Welder Mason, Store Issuer, Muccadam, Rigger, Assistant Muccadam, Assistant Coupola Attendant, Stores Cooly, Mazdoor, Assistant Stores Muccadam, Line Cooly, Searcher, Line Man, Junior Painter, Fuseman 'B', Chowkidar, Blue Printer, Electrician III, Tester III, Winder III, Carpenter III, Mechanic III, Fuseman, Assistant Wireman, Assistant Painter.

Skilled Grade III  
Rs. 35-1½-45.

*District Power Schemes*

Switch Board Attendant, Emergency Man.

*Hyderabad City Circle*

Semi-skilled  
Rs. 21-1-32.

.. Electrical Cooly, Line Mazdoor, Line Cooly, Mazdoor, Watch Man (Workshop), Tool Issuer-mate, Machine Man-mate, Marker, Turner-mate, Fitter-mate, Fitter Mazdoor, Boiler Cleaner, Oilman, Motor Cleaner, Carpenter-mate, Painter-mate, Painter, Blacksmith-mate, Blacksmith Boy, Tinsmith-mate, Welder-mate, Assistant Moulder, Moulder-mate, Rigger, Man Mazdoor, Stores Mazdoor, Stores Issuer, Mason-mate, Stone Dresser, Mason Cooly, Head Mali, Malan, Pump Attendant, Power House Mazdoor, Assistant Fitter, Water Softening Plant Mazdoor, Laboratory Mazdoor.

Semi-skilled  
Rs. 30-1-40.

*District Power Schemes*

Rs. 21-38

.. Assistant Blacksmith, Assistant Carpenter, Oiler, Lineman, Line Cooly, Time Keeper.

*Hyderabad City Circle*

Unskilled  
Rs. 18-½-21-1-26.

.. Mazdoor (Food-shelter), Electrical Mazdoor, Mazdoor, Cooly, Sweeper, Fitter-mate, Carpenter-mate, Moulder-mate, Stores mazdoor, Power House Mazdoor, Pump Attendant.

Unskilled  
Rs. 26-1-30

*District Power Schemes*

Oiler.

*Comparative statement showing certain occupations and grades in the Electricity*

Occupation	City Electricity Department	District Power Schemes	Bombay Suburban Electric Supply Limited, Bombay.	B.E.S.T., Bombay
1	2	3	4	5
	Rs.	Rs.	Rs.	Rs.
Meter Readers.	.. 54-2-56-2½-81-EB-3½-130. (Executive Ministerial grade)	35-50	I 55-5-80-EB-80-5-100. II 85-6-115-7½-130.	I 75-5-95-6-125-7-160-EB-8-200-10-220. II 60-5-90-6-120.
Linemen	.. 26-1-33-1¼-38.	21-38.	55-5-85-EB-6-115-7½-145.	..
Switch Board Attendants.	.. 65-2½-90 (Supervisory IV) 50-2-60-2½-65 (Skilled I) 35-1½-50 (Skilled II).	26-38	I 65-5-95-EB-5/2-110. II 100-7½-145-EB-7½/2-167½. III 152½-7½ 190.	..
Meter Testers.	.. 90-3-105.	..	I 80-7½-125-EB-125-7½-165. II 125-10-185-EB-10/2-225. III 200-12½-300.	<i>Meter Testing Assistants.</i> A 220-10-260-15-350. B 160-8-120-10-220. C 75-5-95-6-125-7-160.
Shift Engineers.	.. <i>Assistant :</i> 140-4½-176-EB-6½-215-EB-8½-300.	..	I 145-10-185-EB-10-225. II 200-12½-325.	..
Carpenters	.. 50-2-60-2½-65 (Skilled I) 35-1½-50 (Skilled II) 26-1-33-1¼-38 (Skilled III)	35-50 (Skilled II) 21-38 (Semi-skilled)	.. I 60-4-76 II 80-4-100 III 105-5-130	2-1-1 to 4-5-4 (per day)

## XIX

*Department Andhra Pradesh and similar units in the neighbouring States*

All rates are in I.G. Currency

Surat Electricity Company	Ahmedabad Electricity	Tata Hydro	Recommendation of U.P. Labour Enquiry Committee
6	7	8	9
Rs.	Rs.	Rs.	Rs.
60-6-90-EB-7½-135-EB-9-180	65-5-85-5-110-7½-140	..	..
55-4½-91-EB-5-116-EB-6-146	65-5-85-5-110-7½-140 (Head Line Men) 92½-7½-122½-7½-160-10-210	A 45-3-60-4-100 B 70-4-90-5-140-100-5-125-6-185 (Head Line Men)	60-5-100 (Mains) 50-5-90 (Generation and Workshop)
60-6-90-EB-7½-135-EB-9-180 (Junior) 85-9-157-EB-11-212-EB-13-290 (Senior)	92½-7½-122½-7½-160-10-200	..	50-4-90
60-6-90-EB-7½-135-EB-9-180 (Junior) 85-9-157-EB-11-212-EB-13-290 (Senior)	A 92½-7½-160-10-210 B 65-5-85-5-110-7½-140		75-5-125 100-7½-175 (Head Testers)
(Junior) 55-4½-91-EB-5-116-EB-6-146	65-5-85-5-110-7½-140 (Head Carpenter) 92½-7½-122½-7½-160-10-210	70-4-90-5-140	40-4-80
60-6-90-EB-7½-135-EB-9-180 (Senior)			

1	2	3	4	5
Fitters	.. I 50-2-60-21½-65 (Skilled I) II 35-11½-50 (Skilled II)	35-50	I 60-4-76 II 80-5-100 III 105-6-135	2-10-10 to 4-9-3 (per day) (Motor Vehicle-Fitter)
Blacksmith	50-2-60-21½-65 (Skilled I) 35-11½-50 (Skilled I)	35-50- (Skilled II) 21-38 (Semi-skilled)	I 60-4-76 II 80-4-100 III 105-5-130	2-1-1 to 4-1-8 (per day)
Masons	.. 50-2-60-21½-65 (Skilled I) 35-11½-50-2-60 2½-65 (Skilled II) 35-11½-50 (Skilled III)	..	I 60-4-76 II 80-4-100 III 105-5-130	2-1-1 to 3-6-2 (per day)
Mechanics	.. 50-2-60-21½-65	..	I 65-5-95-EB- 95-5/2-105 II 100-5-140	44-7-0 to 125-13-0
Mazdoors	.. 35-11½-50 (Skilled II) 21-1-32 (Semi-skilled) 18-½-21-1-26 (Un-skilled)	18-21	39-3-60	I 1-7-2 to 1-10-4 (per day) II 1-4-0 to 2-0-0 (per day)
Motor Drivers.	..	..	I 55-3-70-EB- 70-3/2-79 II 75-5-100-7½-115	..
Watchmen	.. 21-1-32 (Semi-skilled) 26-1-33-1¼-38 (Skilled III)	I 18-21 II 21-26	30-2-60	1-7-2 to 1-10-4 (per day)
Jamedars	..	..	40-21½-55-3-70	55-1-60
Malies	.. 21-1-32	..	30-2-70	1-10-4 to 1-14-7 (per day)
Peons	..	21-26	I 30-2-38 II 40-2-50 III 52-2-60	I 40-1-50 II 35-1-40

*N.B.*—All grades are monthly rated unless otherwise stated.



## XIX—(Contd.)

6	7	8	9
..	A 92½-7½-122½-7½- 160-10-210 B 65-5-85-5-110-7½- 140	..	I 50-5-90 II 40-4-80
55-4½-91-EB-5- 116-EB-6-146 (Junior) 60-6-90-EB-7½- 135-EB-9-180 (Senior)	65-5-85-5-110-7½- 140	70-4-90-5-140	40-4-80
55-4½-91-EB-5- 116-EB-6-146	65-5-85-5-110-7½- 140	70-4-90-5-140	40-4-80
60-6-90-EB-7½- 135-EB-9-180 (Motor Mechanics)	..	A 70-4-90-5-140 B 100-5-125-6-185	..
30-2-70	30-2-42-3-57	35-2-45-3-75	30-1-40 (Coolies)
42-3½-63-EB-4½- 90-EB-5-115	65-5-85-5-110-7½- 140	..	50-5-90
30-2-70	30-2-42-3-57	35-2-45-3-75	30-1-40
35-3-50-EB-4-86	30-2-42-3-57-3-72	..	..
30-2-70	30-2-42-3-57-3-72	35-2-45-3-75	30-1-40
30-2-70	30-2-42-3-57-3-72	35-2-45-3-75	30-1-40

## APPENDIX XX

*Statement showing the list of Engineering concerns owned and managed by the government and concerns in the private sector.*

## CONCERNS OWNED AND MANAGED BY THE GOVERNMENT

1. Road Transport Department Workshop
2. Public Works Department Workshop

*Concerns in the private sector.*

- |   |  |
|---|--|
| 1. Allwyn Metal Works.  | 26. Prabhat Iron Works.                      |
| 2. Praga Tools Corporation,<br>(Managed by the Industrial Trust Fund) | 27. Ganesh Das & Company.                    |
| 3. Central Mechanical & Engineering Works.                            | 28. Hendricks & Brothers.                    |
| 4. Hyderabad Iron & Steel Works.                                      | 29. Simpson and Company.                     |
| 5. Reliance Automobiles.  | 30. Harmossji and Company.                   |
| 6. Auto Chenoy Workshop.  | 31. Shafiq Automobiles.                      |
| 7. Madras Cycle Motor Mart.   | 32. Globe Automobiles.                       |
| 8. Patny & Company.   | 33. Modern Automobiles.                      |
| 9. Bombay Cycle Motor & Agency.                                       | 34. Arun Automobiles.                        |
| 10. Jai Hind Welding Works.   | 35. Defiance Automobiles.                    |
| 11. Periera & Sons.   | 36. Hyderabad Engineering & Brass Products.  |
| 12. Deccan Metal Works.   | 37. Rahmania Machineries Factory, Azamabad.  |
| 13. Anand Metal Works.  | 38. Marwadi Moulding Works.                  |
| 14. Hyderabad Iron Foundry Works.                                     | 39. Hyderabad Steel Industries.              |
| 15. Swastik Umbrella Manufacturing Company.                           | 40. Hyderabad Tin Products.                  |
| 16. Indian Iron and Steel Corporation.                                | 41. Bharat Metal Box Company.                |
| 17. Espee Diesel Engineers.   | 42. Hind Industrial Works.                   |
| 18. Cheekoti Veeranna & Sons.   | 43. Mohd. Asadullah & Bros.                  |
| 19. Prabhat Iron Foundry.   | 44. Y. V. Narasimloo & Bros.                 |
| 20. Mudhliar Light Casting Company.                                   | 45. Swastic Manufacturing Ltd.               |
| 21. Madan Mohan Metal Industry.                                       | 46. Rahmania Machineries Factory, Afzalgunj. |
| 22. Hind Metal Works.   | 47. Watan Motor Works.                       |
| 23. Associated Metal Industries.                                      | 48. Auto Supplies.                           |
| 24. Raj Engineering Works.  | 49. Sun Shine Service Station.               |
| 25. Vijay Mechanical Engineering Works.                               | 50. Deccan Service Station.                  |

## APPENDIX XXI

Statement showing the list of Occupations and Grades in the Public Works Department workshop, Hyderabad.

All rates are in I.G. Currency.

Supervisory Grade I	Supervisory Grade II	Supervisory Grade III	Skilled Grade I	Skilled grade II	Skilled Grade III	Semi-skilled	Unskilled
1	2	3	4	5	6	7	8
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
140-4½-176-EB 6½-215-EB-8½-300	90-3-105-3½-140.	65-2½-90	(a) 50-2-60-2½-77½ (b) 50-2-60-2½-65.	35-1½-50 Machine Shop. Turner	26-1-33-1½-38. Machine Shop Turner	21-1-26 Machine Shop Turner Fitting Shop Fitter Welder Oil Engine-Fitter.	(a) 21-1-26* (b) 18-½-21 Mazdoor* Sweeper Scavenger
Mechanical Supervisor	Mechanical Sub-Over-seer.	Leadinghand of shop. (a) Machine shop. (b) Fitting shop. (c) Black-smithy shop. (d) Foundry shop. (e) Carpentry shop.	Machine Shop Turner Borer Moulder Miller Fitting Shop Fitter Welder Painter Blacksmithy Shop Tool maker Carpentry Shop Carpenter Painter Foundry Shop Moulder Core Miller Brass Moulder Pattern Maker	Driver. Revel Gear Cutter Slotter Plainer Grinder Fitting Shop Fitter Oil Engine Fitter Blacksmithy Shop Blacksmith Crane Driver Power Hammer " " Compressor Carpentry Shop Carpenter Machineman Polishman Foundry Shop : Moulder, Chipper, Core Miller, Crane Driver, Solderer and Brass Moulder, Coupola Mason, Pattern Maker, Fitter.	Borer Moulder Fitting Shop Fitter Welder Oil Engine Fitter Blacksmithy Shop Blacksmith Hammer Man Carpentry Shop Carpenter Painter Machineman Polishman Foundry Shop Moulder	Blacksmithy Shop Blacksmith Carpentry Shop Carpenter Painter. Foundry Shop Moulder.	

## APPENDIX XXII

Comparative statement showing the Grades for different categories in different in the residuary State of Hyderabad.  
All rates are in I.G. Currency.

Name of the concern	Supervisory	Highly skilled	Skilled	Semi-skilled	Unskilled
1	2	3	4	5	6
Road Transport ..	Rs. (a) 360-500	Rs. (a) 100-185	Rs. 55-130	Rs. (a) 35-1-60 (b) 35-1-40	Rs. 30-1-35
Department. ..	..	..	..	..	..
	(b) 300-400	(b) 80-160			
	(c) 260-350				
	(d) 200-300				
	(e) 150-225				
Praga Tools ..	..	(a) 5-4-0-0-6-0-6-0-0 (a)	3-8-0 0-4-0 4-4-0 1-12-0 0-4-0 2-12-0 1-2-0 0-2-0 1-12-0		
Corporation ..	..	(b) 4-40 0-4-0 (b) 2-12-0 0-4-0			
	..	5-4-0 3-8-0			
Sirpur Paper Mills ..	..	(a) 106-4-6 5-2-3 45-21-70	35-2-65	30-1-35	
		(b) 137-2-3			
		(b) 68-9-2 3-6-10			
		102-13-8			
Nizam Sugar Factory ..	(a) 205-11-5-17-2-3 428-9-2.	(a) 106-4-6-5-2-3	30-0-0-1-11-5-55-11-5	22-4-6-0-13-9 30-0-0	
		(b) 85-11-5-6-6-10 137-2-3.			
	(b) 171-6-10-12-13-9 300-0-0	(c) 68-9-2-3-6-10 102-13-8.			
		(d) 51-6-10-2-9-2 77-2-3.			
	(c) 145-11-5-8-9-2 214-4-7	(e) 38-9-2-2-2-3 68-9-2.			
Hyderabad Iron & Steel Works ..		64-11-5-8-9-2 111-6-10.	38-9-2-4-4-7 51-6-10.	30-10-3-1-11-5 42-13-9.	
Allwyn Metal Works ..		(a) 3-9-0-0-3-0-5-4-0 . 1-14-0-0-1-0-2-14-0	1-4-0-0-1-6-2-1-6.		
		(b) 2-11-0-0-3-0-4-3-0			

## APPENDIX XXIII

*Statement showing the Categories and grades in the major Engineering concerns in Hyderabad and Bombay.*

All rates are in I.G. Currency.

Name of the concern	Unskilled Wage Scale	Semi-skilled Wage Scale	Skilled Wage Scale	Highly skilled Wage Scale	Supervisory Wage Scale	Remarks
1	2	3	4	5	6	7
	Rs.					
Allwyn Metal Works	.. 1-4-0-0-1-6- 2-1-6	1-14-0-0-1-0-2-14-0	A. 3-9-0-0-3-0-5-4-0 B. 2-11-0-0-3-0-4-3-0	4-8-0-0-4-0-6-4-0		
Praga Tools Corporation	1-2-0-0-2-0-1-12-0	1-12-0-0-4-0-2-12-0	A. 3-8-0-0-4-0-4-4-0. B. 2-12-0-0-4-0-3-8-0	A. 5-4-0-0-6-0-6-0-0 B. 4-4-0-0-4-0-5-4-0		
Road Transport Department Workshop	30- $\frac{1}{2}$ -35	35-1-60 35-1-40	55-130	100-185 80-160	150-225 200-300 260-350 300-400 360-500	
Public Works Depart- ment Workshop.	18- $\frac{1}{2}$ -21	21-1-26	I 50-2-60-21 $\frac{1}{2}$ -65 II 35-1 $\frac{1}{2}$ -50 III 26-1-33-14-38	..	I 140-41 $\frac{1}{2}$ -176 EB-61 $\frac{1}{2}$ -215- EB-81 $\frac{1}{2}$ -300 II 90-3-105- 31 $\frac{1}{2}$ -140. III 65-21 $\frac{1}{2}$ -90.	

## APPENDIX XXIII

## Statement showing the Categories and Grades in the major Engineering concerns in Hyderabad and Bombay.

All rates are in I.G. Currency.

Name of the concern	Unskilled Wage Scale	Semi-skilled Wage Scale	Skilled Wage Scale	Highly skilled Wage Scale	Supervisory Wage Scale	Remarks
1	2	3	4	5	6	7
Larsen & Toubro Limited, Bombay.	Rs. 1-4-0—0-1-0—2-0-0	Rs. I. 1-10-0—0-1-6— 2-9-0 II. 2-0-0—0-2-0— 2-8-0	Rs. 2-8-0—0-2-6— 3-2-0—0-3-0— 4-1-0-EB-0-4-0— 5-1-0.	Rs. ..	Rs. ..	I.C.R. 1951 page 378
Metal Box Company of India Limited, Bombay.	1-6-0—0-1-0—2-2-0	1-8-0—0-1-6— 2-10-0	I 1-12-0—0-2-0— 3-10-0. II 2-0-0—0-2-0— 2-10-0—EB- 0-2-6—4-3-0.	I. 2-8-0—0-3-0— 3-7-0-EB- 0-4-0—5-15-0. II 3-0-0—0-3-6— 4-1-6-EB- 0-4-6—6-14-6.	I. 3-8-0—0-5-0 6-10-0-EB- 0-6-0—8-8-0	I.C.R. 1951 page 1244
Garlick and Company Limited, Bombay.	1-4-0—0-1-0— 1-10-0.	1-8-0—0-1-6— 2-4-0.	2-6-0—0-2-0— 3-0-0-EB-0-3-0—4-5-0	..	..	I.C.R. 1953 page 96
Indian Hume Pipe Co., Ltd., Bombay.	1-2-6—0-1-0— 1-12-6	1-8-0—0-1-6— 2-7-0	2-2-0-0-2-6- 2-12-0—0-3-0—3-14-0	..	..	I.C.R. 1952 page 66.
Shaparia Cock & Steel Co., Ltd., Bombay.	30-1-37	I 50-2-60 II 35-1½-50	I 150-6-210 II 100-5-150 III 60-4-100	..	..	I.C.R. 1949 page 191.

Topiwala concern at Worli	30- $\frac{1}{2}$ -35	45-2 $\frac{1}{2}$ -70	55-3-85	..	..	I.C.R. 1953 page 482
Premier Automobiles	.. 1-4-0-0-1-0 1-12-6.	1-8-0-0-1-6 2-9-0-E.B. 0-2-6-2-14-0	I 2-4-0-0-2-6- 3-13-0. II 3-1-0-0-3-0- 3-13-0-0-4-0- 5-1-0	..	..	I.C.R. 1953 page 900.
Metro Motors	.. 35-5-60-EB-5-60	65-5-80-EB-5-100	A 180-10-250 B 105-5-125-EB-7 $\frac{1}{2}$ 155.	..	..	I.C.R. 1954 page 97.
Auto Car	.. 35-5-60-EB-5-60	65-5-80-EB-5-100	A 180-10-250 B 105-5-125-EB-7 $\frac{1}{2}$ 155.	..	..	I.C.R. 1954 Page 98.
Gujrat Aluminium Factory, Bombay.	.. 1-2-6-0-1-0-1-8-6.	1-8-6-0-2-0-2-4-6.	2-4-6-0-3-0-3-0-6.	..	..	I.C.R. 1953 page 482.

## APPENDIX XXIV

## Statement showing the Sections, Categories, Occupations and Grades of the Praga Tools Corporation

All rates are in I.G. Currency

Section	Highly skilled A	Highly skilled B	Skilled A	Skilled B	Semi-skilled	Unskilled
1	2	3	4	5	6	7
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Electrical	5-4-0-0-6-0- 6-0-0.	4-4-0-0-4-0- 5-4-0.	3-8-0-0-4-0- 4-4-0	2-12-0-0-4-0- 3-8-0	1-12-0-0-4-0- 2-12-0	1-2-0-0-2-0- 1-12-0.
	.. Electrician	..	Electrician	Winder	Ass. Electrician, Wire- man, Asst. Wireman.	..
Milwright	.. Fitter	Fitter	Scrapper, Fitter	Asst. Fitter		Cooly.
Foundry	.. ..	Leading Hand	..	Moulder, Asst. Moul- der, Fireman, Mason, Coupola Attender, Crane Driver, Fetter.	Helper Fitter. Moulder, Moulder, Asst. Fetter, Cooly.	Helper, Asst. Moulder, Asst. Fetter, Cooly.
Tool Room	.. Turner	..	Turner, Miller, Thread Grinder.	Fitter, Head-Borer.	Asst. Borer, Asst. Fitter Asst. Turner, Turner,	Cooly Fitter.
Die Section	.. ..	Marker	Miller, Fitter.	..	Asst. Miller, Asst. Fitter	Asst. Turner, Cooly.
Hardening	.. ..	..	Hardener	Hardener, Fitter	Attender.	Cooly.
Welding	.. ..	..	..	Welder	Asst. Welder.	..
Pattern Shop	.. ..	..	Pattern Maker	.. Pattern Maker, Polisher, Carpenter,	Fitter, Painter, Asst. Pattern Maker, Carpenter.	Cooly.



Maintenance	..	..	Mason, Plumber	Maistry, Carpenter	Mason	Cooly.
Inspection	..	..	..	..	Attender	Cooly.
Transport	..	..	..	..	Trolley Driver.	
Planning and Process Office.	..	..	..	..	Attender	Cooly.
Mechanical Workshop.		Leading Hand	..	Turner, Grinder, Fitter, Shaper, Plainer, Scraper, Mechanical Fitter, Horizontal Borer, Asst. Sharpener, Acting Leading-hand, Miller.	Asst. Fitter, Asst. Turner, Acting Leading Hand, Grinder, Asst. Grinder, Fitter, Asst. Operator, Temporary Slotter, Asst. Shaper, Asst. Miller, Sand Blaster, Sharpener, Engraver.	Asst. Grinder.
Blacksmithy	..	..	Blacksmith	Blacksmith, Asst. Blacksmith, Fireman, Compress Operator, Hammer-man.	Asst. Blacksmith, Die Setter, Compress Operator, Hammer- man, Asst. Hammer- man, Hammer, Opera- tor, Fireman, Asst. Fireman, Fitter.	Cooly.
Machine Shop	..	..	..	..	Attender.	Cooly.

N.B.—Paid Apprentices are paid Rs. 1-3-0; 1-0-0; 0-14-0 and 0-12-0 and are found in all Sections.

## APPENDIX XXV

*Statement showing occupations, classifications and Grades of the Allwyn Metal Works, Hyderabad.*

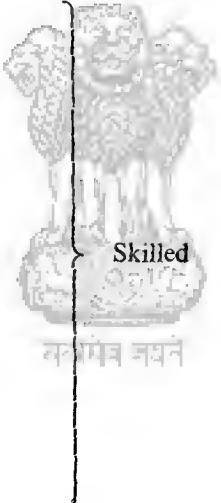
All rates in I.G. currency

Occupations	Categories	Grades
<p>Leading hands in various sections of the departments who can do the jobs independently and also can guide the skilled workmen and check up the material manufactured by the skilled workmen.</p>		
	Highly skilled	.. 4-8-0—0-4-0—6-4-0
1. Blacksmiths ..	.. Skilled 'A'	3- 9-0—0-3-0—5-4-0
2. Brake Press, Operators ..	.. do 'B'	.. 2-11-0—0-3-0—4-3-0
3. Punching Machine Operators		
4. Drillers.		
5. Turners		
6. Fitters.		
7. Riveters.		
8. Carpenters.		
9. Winders.		
10. Moulders.		
11. Crane Operators.		
12. Die makers.		
13. Die Fitters.		
14. Upholstery makers.		
15. Polishers.		
16. Putty Appliers.		
17. Spray Painters.		
18. Letter Painters.		
1. Asst. Blacksmiths ..	.. Semiskilled	.. 1-14-0—0-2-0—2-14-0
2. Asst. Brake Press operators.		
3. Asst. Punching Machine operators.		
4. Asst. Fitters.		
5. Asst. Turners.		
6. Asst. Riveters.		
7. Sanders.		
8. Putty Appliers.		
Those workmen who do the job of handling of materials and help the skilled workmen and where no skill is required, viz., masons, helpers, carpenter-helpers, sweepers, malies, cleaners, store-boys, etc.	Unskilled	1-4-0—0-1-6—2-1-6

## APPENDIX XXVI

*Statement showing Occupations, Classifications and Grades of the R.T.D. Workshop, Hyderabad-Dn.*

All rates in I.G. currency.

Occupations		Categories		Grades
1. Foreman	..	.. Supervisory	..	360-500
2. Foremen	..	.. do	..	300-400
3. Asst. Foremen	..	.. do	..	200-300
4. Chargemen	..	.. do	..	150-225
5. Leading Hand	..	.. do	..	100-185
6. Material Chaser	..	.. do	..	100-185
1. Mechanics	..		Skilled	55-130
2. Mill Wrights.	..			
3. Viewers	..			
4. Testers	..			
5. Gauge Fitters	..			
6. Tool Grinders	..			
7. Machinists	..			
8. Electricians	..			
9. Moulders	..			
10. Instrument Repairers	..			
11. Tin Smiths	..			
12. Welders	..			
13. Blacksmiths	..			
14. Die Sinkers	..			
15. Coach Builders	..			
16. Panel Beaters	..			
17. Painters	..			
18. Trimmers	..			
19. Vulcanizers	..			
1. Hammermen	..	}	Semi-skilled	35-1-60 and 35-1-40.
2. Boilermen	..			
3. Helpers.	..			
1. Khalasies.	..	.. Unskilled	..	30- $\frac{1}{2}$ -35

## APPENDIX XXVII

*Comparative Statement showing the Occupations and Grades in the Government Printing Presses of Andhra Pradesh, Bombay & Madras.*

(Monthly rated)

All rates are in I.G. Currency.

Occupations	GRADES		
	Govt. Printing Press (Hyderabad), Andhra Pradesh.	Bombay	Madras
1	2	3	4
	Rs.	Rs.	Rs.
Chief Foremen ..	215-8½-300-EB-12½-375.	..	150-10-200 (Over Seer)
Foremen ..	140-4½-176-EB-6½-215-EB-8½-300.	.. 125-8-205- 100-5-145-7-180	90-5-130-EB-10-150. 45-3-60-EB-2½-85
Asst. Foremen ..	90-3-105	..	..
Mono-operators ..	105-3½-140 90-3-105 65-2½-90 50-2-60-2½-65.	.. 100-5-125-EB-6-185.	100-5-150
Mono Type Mechanics. ..	105-3½-140	.. 155-8-235	.. ..
Mono Casters ..	65-2½-90 50-2-60-2½-65 35-1½-50.	.. 70-3-100-EB-5-125	45-3-60-EB-2½-85-35-2-55-1-65.
Inter or Lino Type Mechanics. ..	105-3½-140	.. 155-8-235	..
Inter or Lino Type Operators. ..	90-3-105 65-2½-90	.. 125-6-155-EB-8-195.	100-5-150
Ludlow Operators. ..	50-2-60-2½-90	.. ..	..
Compositors ..	65-2½-90 50-2-60-2½-65 35-1½-50 26-1-40	.. 70-3-100-EB-5-150	40-2-60-EB-3-75
Imposers ..	65-2½-90 50-2-60-2½-65 35-1½-50	.. 70-3-100-EB-5-150	40-3-55-4-75-5-80

## APPENDIX XXVII.—(Contd.)

1	2	3	4
	Rs.	Rs.	Rs.
Proof Pullers ..	26-1-40	.. ..	..
Head Examiners ..	140-4 $\frac{1}{2}$ -176-EB-6 $\frac{1}{2}$ - 215-EB-8 $\frac{1}{2}$ -300	200-10-270	.. 150-10-200
Proof Examiners ..	105-3 $\frac{1}{2}$ -140 90-3 $\frac{1}{2}$ -105 65-2 $\frac{1}{2}$ -90	.. 100-5-140-EB-6-200	120-10-170 90-5-130-EB-10-150 45-3-60-EB-2 $\frac{1}{2}$ -85.
Copy Holders ..	50-2-60-2 $\frac{1}{2}$ -65	.. 65-5-125	.. 35-2-55-EB-1-65.
Roller Stitchers ..	26-1-40	.. ..	..
Caligraphists ..	105-3 $\frac{1}{2}$ -140 90-3-105	.. ..	..
Camaramen ..	50-2-60-2 $\frac{1}{2}$ -65	.. ..	..
Asst. Camaramen ..	35-1 $\frac{1}{2}$ -50	.. ..	..
Plate Printer and Etcher	50-2-60-2 $\frac{1}{2}$ -65 35-1 $\frac{1}{2}$ -50 26-1-40	.. ..	..
Graining Machinemen ..	26-1-40	..	..
Provers ..	50-2-60-2 $\frac{1}{2}$ -65 35-1 $\frac{1}{2}$ -50	.. ..	..
Offset Machinemen ..	65-2 $\frac{1}{2}$ -90 50-2-60-2 $\frac{1}{2}$ -65 35-1 $\frac{1}{2}$ -50	.. ..	..
Plate Minders ..	35-1 $\frac{1}{2}$ -50 26-1-40	.. ..	..
Cleaners ..	18- $\frac{1}{2}$ -21-1-26	.. 50-1-65	20- 25
Chief Mechanics and Electricians	140-4 $\frac{1}{2}$ -176-EB- 6 $\frac{1}{2}$ -215.	.. ..	.. 120-5-170
Electricians ..	90-3-105 65-2 $\frac{1}{2}$ -90	.. ..	90-5-130-EB-10-150 70-4-110 35-2-55-EB-1-65 30-2-50.

## APPENDIX XXVII—(Contd.)

1	2	3	4
	Rs.	Rs.	Rs.
Wiremen	.. 35-1½-50	.. ..	.. ..
Mechanics	.. 90-3-105 50-2-60-2½-65	.. ..	.. 70-4-110 45-3-60-EB-2½-85 35-2-55-EB-1-65 30-1-50.
Welders	.. 65-2½-90	.. ..	.. 45-3-60-EB-2½-85
Turners	.. 65-2½-90 35-1½-50	.. 100-4-120	.. 40-2-60-1-70.
Fitters	.. 35-1½-50 26-1-40	.. 100-4-120	.. 40-2-60-1-70
Blacksmiths	.. 50-2-60-2½-65	.. ..	.. 40-2-60-1-70
Carpenters	.. 50-2-60-2½-65 35-1½-50	.. 70-3-100	.. 70-4-110 40-2-60-2-70
Cobblers	.. 35-1½-50	.. ..	.. ..
Engravers	.. 90-3-105 50-2-60-2½-65	.. ..	.. ..
Matrix Cutters	.. 35-1½-50	.. ..	.. ..
Type Polishers	.. 26-1-40	.. ..	.. ..
Machinemen	.. 65-2½-90 50-2-60-2½-65 35-1½-50 26-1-40	.. 70-3-115-EB-4- 135-5-140	.. 70-4-110 (Maistries) 40-2-60-EB-2-70 35-2-55
Counters	.. 26-1-40	.. 45-3-75 45-1-60	.. ..
Treadle Machinemen	.. 65-2½-90 50-2-60-2½-65 35-1½-50	.. ..	.. ..
Roller Moulder	.. 35-1½-50 26-1-40	.. ..	.. ..
Cutters	.. 35-1½-50	.. ..	.. ..

## APPENDIX XXVII—(Contd.)

1	2	3	4
	Rs.	Rs.	Rs.
Rotary Machinemen	105-3½-140	.. ..	..
Asst. Rotary Machinemen.	65-2½-90	.. ..	..
Stereo Casters	.. 50-2-60-2½-65	.. 50-1-65	.. 40-2-60-EB-2-70
Binders	.. 65-2½-90 50-2-60-2½-65 35-1½-50 26-1-40	.. 155-8-195-10-245 100-5-145-7-180 .. 65-5-95 55-5-85 45-3-75	.. 40-2-60-EB-2-70 .. 35-2-55 30-2-50
Ruling-Machinemen.	.. 65-2½-90 50-2-60-2½-65 35-1½-50 26-1-40.	.. ..	..
Folding Machinemen	.. 35-1½-50 26-1-40	.. ..	..
Process Operators.	.. 105-3½-140 65-1½-90	.. ..	..
Process Cameramen	105-3½-140	.. ..	..
Draughtsmen	.. 90-3-105	.. ..	..
Etchers	.. 35-1½-50	.. ..	..
Engravers (Router)	35-1½-50	.. ..	..
Chromium Assts.	.. 35-1½-50	.. ..	..
Watchmen	.. 35-1½-50	.. ..	..
Wax Moulders	.. 35-1½-50	.. ..	..
Counters	.. 26-1-40	.. ..	..
Offset Mechanics	.. 65-2½-90	.. ..	..
Asst. Offset Mechanics.	50-2-60-2½-65	.. ..	..
Store-keepers	.. 140-4½-176-EB-6½-215 90-3-105	100-5-145-7-180 (Type Store-keeper)	170-10-220 (Chief Storekeeper)

## APPENDIX XXVII.—(Contd.)

1	2	3	4
	Rs.	Rs.	Rs.
Store clerks ..	65-2½-90 50-2-60-2½-65	.. ..	..
Store Boys ..	26-1-40	.. ..	..
Packers ..	26-1-40	.. 45-2-55	.. ..
Office-Managers ..	140-4½-176-EB-6½- 215-EB-8½-300.	.. ..	190-10-240
Asst. Office- Managers.	105-3½-140	.. ..	..
Estimators ..	105-3½-140 65-2½-90	.. ..	..
Computers ..	105-3½-140 90-3-105 65-2½-90	.. ..	.. 150-10-200 90-5-130-EB-10-150 45-3-60-EB-2½-85
Indenting Clerks ..	90-3-105 50-2-60-2½-65	.. ..	..
2nd grade clerks (Despatch)	105-4-129-EB-7- 164-6-170.	.. ..	.. 90-5-130-EB-10-150 45-3-60-2-90. 35-2-55-EB-1-65
3rd grade clerks (Despatch)	50-2½-75-EB-3-105	.. ..	.. ..
Time Keepers ..	90-3-105 50-2-60-2½-65	.. ..	.. 40-2-60-EB-2-70 35-2-55-EB-1-65
Care Takers ..	65-2½-90	.. ..	..
Gate Officers ..	50-2-60-2½-65	.. ..	.. 40-2-60-EB-2-70 Gate-keeper
Head Watch and Ward.	35-1½-50	.. ..	..
Telephone Operators.	35-1½-50	.. ..	.. 45-3-60-2-90
Task Writers ..	35-1½-50	.. ..	..

Source for Hyderabad : Cadres and recruitment rules of the Government Printing Press April 1956.

„ Bombay : Rules for the recruitment and promotion of the industrial<sup>1</sup> staff of the Government Central Press, Bombay, 1950.

„ Madras : Superintendent, Government Printing Press, Madras.



## APPENDIX XXVIII

*Statement showing the list of News Paper and Job Presses Grouped under 'A' and 'B' Class Presses.*

## CLASS 'A'

- |                            |                                |
|----------------------------|--------------------------------|
| 1. Deccan Chronicle Press. | 8. Shivaji Press.              |
| 2. Golkonda Patrika.       | 9. Sadhana Press.              |
| 3. Hyderabad Bulletin.     | 10. Citizen Press.             |
| 4. Veer Milap Press.       | 11. Avon Printing Press.       |
| 5. Marwadi Printing Press. | 12. Commerical Printing Press. |
| 6. Daily News Press.       | 13. Hyderabad Printing Works.  |
| 7. Ajanta Printing Press.  |                                |

## CLASS 'B'

- |                                 |                                    |
|---------------------------------|------------------------------------|
| 1. Nagindra Printing Press.     | 38. Pearl Press.                   |
| 2. Secunderabad Printers.       | 39. Tharani Press.                 |
| 3. Premier Press.               | 40. Sarvodaya Press.               |
| 4. Balreddy Press.              | 41. Venkatesh Press, Secunderabad. |
| 5. Cheekoti Veeranna Press.     | 42. Sai Art Press.                 |
| 6. Hindi Press.                 | 43. Mushir-E-Deccan Press.         |
| 7. Moses and Company.           | 44. Praja Printing Press.          |
| 8. Deccan Printing Press.       | 45. Modern Printing House.         |
| 9. Osmania Printing Works.      | 46. Sri Gangadhar Press.           |
| 10. Jai Hind Printing Press.    | 47. Chandragupta Press.            |
| 11. Hindi Prachar Sabha Press.  | 48. Balaji Press.                  |
| 12. Press Arts.                 | 49. Swadeshi Art Press.            |
| 13. Shyam Printing Works.       | 50. Srinivasa Printing Press.      |
| 14. Deccan Law Report Press.    | 51. Om Printing Press.             |
| 15. Laxmi Art Press.            | 52. Sunder Printing Works.         |
| 16. Yadav Printing Press.       | 53. Vani Press.                    |
| 17. Lok Vijaya Press.           | 54. Krishna Printing Press.        |
| 18. Sri Kripa Press.            | 55. Hindustan Printing Press.      |
| 19. St. Marry H.S. Press.       | 56. Kisan Press.                   |
| 20. Vauhini Press.              | 57. Sri Sharada Press.             |
| 21. Venkateshwar Printers.      | 58. Sri Shyamsunder Press.         |
| 22. Excelsior Press.            | 59. Shree Press.                   |
| 23. Sri Raj Rajeshwari L.A.P.   | 60. City Printing Press.           |
| 24. Dalton & Company.           | 61. Navayugam Press.               |
| 25. Deccan Literature Printers. | 62. Bhagyanagar Press.             |
| 26. Bal Tripura Sunderi Press.  | 63. Sri Bharati Printing Press.    |
| 27. Sree Rama Power Press.      | 64. Universal Art Printers.        |
| 28. Saar Printing Works.        | 65. Mulki Press.                   |
| 29. Shanti Printing Press.      | 66. Sri Gaud Press.                |
| 30. Anand Power Press.          | 67. Manohar Press.                 |
| 31. Ajanta Art Press.           | 68. Omkara Press.                  |
| 32. Sri Vani Printing Press.    | 69. Jyoti Printers.                |
| 33. Hasham Printing Press.      | 70. Jyoti Printing Press.          |
| 34. Sri Ramanuja Press.         | 71. Hyderabad City Printing Press. |
| 35. Pratibha Press.             | 72. Liberty Printing Press.        |
| 36. Gowri Shanker Press.        | 73. Karuna Shri Printers.          |
| 37. Bharat Printing Press.      | 74. Pioneer Press.                 |

*Statement showing Occupations, Basic Wage and Dearness Allowance presses in*

Occupations	Marwadi Press		Jai Hind Printing Press		Daily News	
	Total wages		Basic Wage	D.A.	Basic Wage	D.A.
1	2		3	4	5	6
	I.G. Rs.		I.G. Rs.		I.G. Rs.	
1. Compositors ..	I 40-3/1-55	50-5/2-90	18	47-0-0	18	
	II 35-2/8-46					
2. Junior Compositors ..	25-2/1-35	30-3/2-45	18	..		
3. Foreman Compositors .	55-3/8-90	..	69-0-0	18		
4. Distributors ..	..	30-3/2-45	18	..		
5. Machinemen ..	40-3/1-55	50-5/2-90	18	47-0-0	18	
6. Junior Machinemen ..	I 35-2/8-46	30-3/2-45	18	..		
	II 25-2/1-35					
7. Machine-foremen or Overseers ..	55-3/8-90	..	69-0-0	18		
8. Machine Boys ..	20-2/1-30	15-2½/2-25	18	15-0-0	18	
9. Binders ..	40-3/1-55	..	..			
10. Junior Binders ..	I 35-2/8-46	30-3/2-45	18	..		
	II 25-2/1-35					
11. Binder Boys ..	..	..	..			
12. Proof Readers ..	55-3/8-90	..	52-0-0	18		
A. Proof Boys ..	..	..	15-0-0	18		
13. Copy holders ..	..	..	30-0-0	18		

## XXIX

*in Different Presses in Hyderabad and Secunderabad and few of the  
the Neighbouring States*

Osmania Printing Works		Hindi Prachar Sabha	Veer Milap	Deccan Printing Press	Ajanta Printers
Basic wage	D.A.	Total wages	Total wages	Total wages	Total wages
7	8	9	10	11	12
I.G. Rs.		I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G.Rs.
..		Ranges from 45 to 95	Ranges from 51-6-9 to 122	68-9-0 71-2-3	Ranges from 60 to 100
..		..	..	..	..
..		130-0-0	..	..	..
..		38-0-0	Ranges from 35-0-0 to 50	..	Ranges from 10 to 28
55-2/8-100-20		..	Ranges from 48 to 53	..	Ranges from 75 to 80
23-0-0	15	..	..	..	—
			(Block Making) Ranges from 56 to 120	..	..
			Electrician 8-9-3	72-13-9 77- 2-3	..
100-4-120 5-2/8-75	25 20	Ranges from 38 to 70	..	I 81- 6-9 II 77- 2-9	15, 21, 23 and 65
35-2/8-50	20	..	..	54-13-6	..
25-2/8-40	15				
..		..	..	..	..
..		..	..	..	..
..		..	..	..	..
..		..	..	..	..

1	2	3	4	5	6
	I.G. Rs.	I.G. Rs.		I.G. Rs.	
14. Tradlemen ..	..	..	..	..	..
15. Litho-foremen ..	55-3/8-90 1	..	..	..	..
16. Apprentices ..	..	..	..	..	..
17. Lino-operators ..	..	..	..	..	..
18. Engraver ..	.. 40-3/1-55	..	..	..	..
19. Helper Composing Section ..	25-2/1-35, 20-2/1-30	..	..	..	..
20. Helper Machine Section	25-2/1-35	..	..	..	..
21. Helper Binders ..	25-2/1-35	..	..	..	..
22. Casting Boys ..	20-2/1-30	..	..	..	..
23. Composing Boys ..	20-2/1-30	..	..	..	..
24. Watchmen ..	25-2/1-35	..	..	..	..
25. Foundry foremen ..	55-3/8-90 1	..	..	..	..
26. Carpenter ..	55-3/8-90 1	..	..	..	..
27. Sang Saz ..	35-2/8-46 1	..	..	..	..
28. Casting Helper ..	25-2/1-31	..	..	..	..
29. Cleaners ..	..	..	..	..	..

## XXIX.—(Contd.)

7	8	9	10	11	12
I.G. Rs.		I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.
..	..	..	..	..	65-0-0
..	..	..	..	..	..
15-0-0	..	..	..	..	..
175-0-0	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
..	..	55-5-3	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	23, 21 & 12
..	..	..	..	..	..

Occupations	Shivaji Press	Nagen-dra Printing Press	Secunder-abad Printers	Premier Press	B.V.R. Balreddy & Co.	Chee-koti Veeranna & Sons
	Total wages	Total wages	Total wages	Total wages	Total wages	Total wages
	13	14	15	16	17	18
	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.
1. Compositors ..	Ranges from 47 to 85	Ranges from 50 to 65	Ranges from 37 to 57	Ranges from 40 to 120	Ranges from 45 to 72	Ranges from 20 to 70
2. Jr. Compositors ..	..	..	..	..	..	..
3. Foreman Composi-tors.	..	..	..	..	..	..
4. Distributors ..	Ranges from 20 to 30	Ranges from 25 to 30	..	20	Ranges from 18 to 25	..
5. Machinemen ..	Ranges from 57, 65 & 100	85	..	60, 70 and 80	Ranges from 60 to 100	65
6. Jr. Machinemen ..	..	..	Ranges 54 to 60	..	..	45
7. Machine-foremen or Overseers.	..	..	..	..	..	..
8. Machine Boys ..	..	..	..	..	..	..
9. Binders ..	60	60	65	..	75	Ranges from 35 to 75
10. Jr. Binders ..	..	..	Ranges from 23 to 40	Ranges from 30 to 35	Ranges from 50 to 60	..
11. Binder Boys ..	17, 22 & 25	Ranges from 12 to 25	..	Ranges from 12 to 15	..	..
12. Proof Readers ..	Ranges from 65 to 75	..	..	80	..	..

## XXIX.—(Contd.)

Hindi Press	Sadhana Printery	Moses & Co.	Hyderabad Bulletin	Hind Printing Works, Bombay	Antheneaum Press, Bombay	Lalitha Printers Mudurai	Diocesan Press Madras
Total wages	Total wages	Total wages	Total wages	Total wages	Total wages	Total wages	Total wages
19	20	21	22	23	24	25	26
I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.
Ranges from 45 to 95	Ranges from 40 to 65	Ranges from 50 to 100	Ranges from 43½ to 60	I 100-5-125 II 80-5-100 III 60-4-80	65-4-85-EB-5-120 45-3-75	Ranges from 40 to 60	30-2-55
..	..	..	..	..	..	..	..
130	84	130	..	..	140-7½-170	80	..
38	..	..	..	..	..	..	..
70	76	42, 68 & 100	90	..	..	55	28-2-46
..	..	..	..	..	..	..	..
..	..	..	..	..	140-7½-170 10-220	..	..
..	..	..	..	..	..	..	..
Rages from 38 to 52	42, 52 & 70	..	Ranges from 30 to 55	I 60-4-100 II 55-3-85	45-3-60-5-90-EB-5-110	55 to 60	30-2-55
..	..	..	..	..	..	..	..
..	20	..	..	30-2-60	30-2-60	25	..
..	60	..	..	75-5-150	..	..	65-3-135 40-2-85

SOURCE :—\*I.C.R. June 1956 Page 611.

\*\*I.C.R. October 1956 Page 1129.

\*\*\*C.I.F. Madras.

	13	14	15	16	17	18
	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.
A. Proof Boys	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
13. Copy Holders	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
14. Treadlemen	.. ..	60	.. ..	.. ..	50 & 35	.. ..
15. Litho-foremen	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
16. Apprentices	.. 12, 15 & 18	.. ..	27 & 25	.. ..	.. ..	.. ..
17. Lino-operators	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
18. Engravers	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
19. Helper Composing. Section.	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
20. Helper Machine Section.	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
21. Helper Binders	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
22. Casting Boys	.. ..	यत्नं नयन्	.. ..	.. ..	.. ..	.. ..
23. Composing Boys	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
24. Watchmen	.. ..	.. ..	.. ..	34	.. ..	.. ..
25. Foundrymen	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
26. Carpenters	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
27. Sang Saz	....	.. ..	.. ..	.. ..	.. ..	.. ..
28. Casting Helpers	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
29. Cleaners	.. ..	30 & 20	.. ..	.. ..	.. ..	.. ..



## XXIX.—(Contd.)

19	20	21	22	23	24	25	26
I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.	I.G. Rs.
..	20	..	20	..	..	..	
..	..	..	..	..	..	..	26-2-36
..	72 & 40	..	65	I 95-5-110 II 75-5-95 III 55-3-70	..	Ranges from 50 to 60	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	150 & 140	..	125-10-225 EB-12½-300	..	60-3-105 4-130
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	26-2-36
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	27/8	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	35 & 22	..	..	..	..

## APPENDIX XXX

*Statement showing the Categories, Occupations and Grades in the Nizam Sugar Factory, Bodhan.*

ALL RATES ARE IN O.S. CURRENCY

(Monthly rated)

Occupations.	Occupations.
1	2
Rs.	Rs.
Rs. 20-0-0 (fixed)	Ward Women, Scavengers & Sweepers.
<i>Agriculture &amp; Plantation</i>	Wiremen coolies.
Grass Women	Dining Hall Attendants & Canteen Boys
Grazing Boys	Points men.
<i>Factory Site</i>	Rope Coolies.
Apprentices	Trolly coolies.
Women Coolies.	Mukadams
26-1-35	Peons
Unskilled	Chowkidars.
<i>Plantation (Seasonal)</i>	Store Hamals.
Train Attendants & Mukadams.	Cycle Peons.
<i>Agriculture &amp; Plantation</i>	Chit Distributors.
Irrigators.	Yard coolies.
Watchmen.	Fitter Helpers, Oilmen, Boiler coolies,
Livestock Mukadam.	Fule Feding Coolies, Coal coolies,
Bullock Drivers.	Asst. Drivers, Stores Attendants and
Junior Schools Teachers.	Bagasse coolies employed in Mech.,
Carpenter Helpers.	Tractor, Loco & Lt. Rly. Departments.
Bellow Boys.	Juice Heater, Filter Press Pan Floor,
Coolies.	Dorr, Centrifugals and Cane Sampling
Laskers.	coolies, etc.
Junior Peons.	<i>Factory Site Permanent and Temporary</i>
Jawans.	Junior peons, Laskers, Junior Muka-
Junior Recruiting Mukadam.	dam, Chowkidars, Asst. Drivers,
<i>Factory Site (Seasonal)</i>	Helpers, Oilmen, Trollymen, Coolies,
Coolies employed in Cane Yard, Fule	Junior Cleaners, Junior Khalasis,
Yard.	Junior Attendants, Hamals Moohi,
Cane Carrierm Ballies Camp, Lt. Rly.	Turbine Asst. Helper, Asst. Cooks,
Maintenance and Shunting Yard.	Servers, Washer Boys, Scavengers,
	Kamaties, Sweepers, Cartmen, Junior,
	Ward Boy, Junior Ward women,
	Junior Dayas, Gangmen, Porter's
	Junior Gaurd, Malies.
	35-2-65
	Semi-skilled

## APPENDIX XXX.—(Contd.)

1	2
Rs.	Rs.
<i>Plantation (Seasonal)</i>	<i>Factory Site (Seasonal)</i>
Labour Mukadams.	Clerks, Weighbridge checkers, Yard Foremen, Traffic Inspectors, Lab. Assistants, Tractor and Motor Drivers, Fitters, Turners, Moulders, Typist.
<i>Agriculture and Plantation</i> (Permanent and Temporary)	<i>Factory Site (Permanent &amp; Temp.)</i>
Agriculture Mukadams.	Drivers, Fitters, Blacksmith, Machinemen, Welders, Carpenters, Tinsmith Clerks, Head Firemen, Sharoffs, Senior Fieldmen, Turner, Head Khalasis, Masons, Wiremen, Switch Board Attendants, Mates, Lab. Assistants, Daftari, Jamedar, Girdawars, Time recorders, Compounders, Operator Theatre Attendant, Jr. Nurse, Gaurd, Maistries, Temple Priest, Mosque Pesh Imam Labour Controller.
Schools Teachers.	Labour Controller, 60-3-90 Skilled II
Blacksmith, Carpenters, Senior peons, Recruiting Mukadams, Observers, Junior Clerk.	<i>Agriculture &amp; Plantation</i> (Temporary & Permanent) Clerks.
<i>Factory Site (Seasonal)</i>	<i>Factory Site (Permanent &amp; Temp.)</i> Clerks, Girdawar, Time Recorder Gurka Gaurds, Lorry Driver. 80-4-120. Skilled III
Maistries, Carpenters, Hammermen, Asst. Fitter, Asst. Moulders, Asst. Turners & Blacksmiths, Junior mates, Asst. mates, and Tailors.	<i>Agriculture &amp; Plantation</i> (Temporary & Permanent) Labour Controller, Senior Fieldmen, Accounts clerks. <i>Factory Site (Permanent &amp; Temporary)</i>
<i>Factory Site (Permanent and Temporary Staff)</i>	Accounts Clerks, Typists, Shroffs, Tracers Watch & Ward Incharge, Gurka Jamedar, Sub-Overseers, Sr. Fitters, Compounders, operation theatre Assistant Labour Technician, Sr. Nurses, Sr. Turners, Sr. Blacksmiths, Sr. Moulders, Sr. Tinsmiths, Welders, Jr. Mechanics, Drivers, leading hand, cane sampling Assistant Jr. Panmen.
Senior peons, Senior Mukadams, Fieldmen, Asst. Jamedar, Asst. Daftari, Cooks, Senior Attendants, Drivers, Asst. Fitters, Carpenters, Hammermen, Asst. Welders, Firemen, Senior Cleaners, Gurka Gaurds, Asst. Turners, Asst. Machinemen, Khalasis, Masons, Wiremen, Asst. Moulder, Asst. Mates, Maistries, Dressers, Senior Ward Boys, Senior Lab. Boys, Senior Dayas, Senior Ward Women, Senior Gaurd, Sardar Chaoos, Junior Time Recorder, Junior Labour Controller.	
45-2½-80 Skilled I	
<i>Plantation (Seasonal)</i>	
Labour Mukadams.	
<i>Agriculture and Plantation (Permanent and Temporary)</i>	
Sr. School Teacher, Carpenter, Artist, Sr. Observers, Labour Controllers, Fieldmen, Clerks.	

## APPENDIX XXX.—(Contd.)

2

Rs.	Rs.
<p>100-7½-160  <u>Skilled IV</u>  <i>Agriculture &amp; Plantation</i>            (Permanent &amp; Temporary)            Accounts clerks, Agricultural Foremen.  <i>Factory Site (Permanent &amp; Temporary)</i>            Sr. Accounts Clerks, Sr. Shroff, Sr. Compounders, Pattern maker, Mechanics, Boiler Superintendent, Head Brick Layer Maistry, Sr. Fitters, Panmen, Foremen, Assistant Charge-men, Sr. Nurse.            124-6-160  <u>Skilled V</u>  <i>Agriculture &amp; Plantation</i>            (Permanent &amp; Temporary)            Senior Accounts Clerks, Surveyors, Agricultural Foremen.  <i>Factory Site (Permanent &amp; Temporary)</i>            Sr. Accounts Clerks, Horticulturist, Fuel Yard Incharge, Sub-Overseers, Weighbridge Checkers, Circle Officer, Health Inspector. Radiographer, leading hand, Head Blacksmith, Head Moulder Draftsman, Keyman, Boiler-house Superintendent, Electrician, Power House Shift Incharge, Turbine Mechanic, Chargemen, Panmen.            170-10-250  <u>Highly skilled</u>  <i>Agriculture &amp; Plantation</i>            (Permanent &amp; Temporary)            Propagandist  <i>Factory Site (Permanent &amp; Temp.)</i>            Asst. Accountants, Stenographers, Asst. Revenue Officers, timekeeper, camp inspector, overseers, permanent way inspector, traffic inspector, circle officer, foremen, head turner, mechanics, head electrician, power</p>	<p>house shift incharge, senior panmen, chargemen, tractor supervisor, health visitor.            200-15-350  <u>Supervisory I</u>  <i>Agriculture &amp; Plantation</i>            (Permanent &amp; Temporary)            Agricultural overseers, labour recruiting officer.  <i>Factory Site (Permanent &amp; Temp.)</i>            Personal clerk to General Manager, store-keeper, welfare officer III, Weighbridge Inspector, Circle Officers, Accountant, Medical officer, Lady Medical officer, shift engineers, lab. chemists, shift chemists, sr. panmen, central garage incharge, Accountant, camp. officer, shift engineers, shift chemist, asst. loco and tractor superintendent, tally section incharge.            240-20-500  <u>Supervisory II</u>  <i>Agriculture and Plantation</i>            (Permanent &amp; Temporary)            Soil chemists and Farm officers.            300-25-600  <u>Supervisory III</u>  <i>Factory Site (Permanent &amp; Temp.)</i>            Accounts Officer, Personal Assistant to General Manager, Welfare Officer I, Resident Engineer, cane transport Superintendent, Medical officers, Workshop Engineer, Asst. Engineer, Electrical Engineer, Assistant chemists, lab. incharge, Loco and Tractor Superintendent.  <i>Agriculture &amp; Plantation</i>            (Permanent and Temporary)            Farm Superintendent.</p>

## APPENDIX XXXI

*Statement showing the categories, grades and occupations of the Kohinoor Glass Factory, Sanathnagar.*

All rates are in I. G. Currency. (Monthly rated)

Unskilled	Semi-skilled I	Semi-skilled II	Skilled I	Skilled II
Rs.	Rs.	Rs.	Rs.	Rs.
24-6-0—0-6-0—28-0-0	28-1-33	30-2-40	40-3-55	50-5-80
All Apprentices	Apprentice Machine Operator.	Junior Helper	Junior Mouth Blower	Senior Mouth Blower.
	Apprentice Helper	Junior Machine Operator	Senior Helper	Special Skilled Workers.
	Operator Bubble Maker	Senior Roolsa Worker	Machine Operator.	Accountant.
Women = Rs. 19-0-0	Junior Roolsa Worker	Turner.	Senior Turner.	Salesman.
	Counting and Junior Supervisor.	Firemen	Senior Clerks.	
		Junior Clerks		
		Senior Supervisors.		

Foreman; Rs. 80-5-105-EB-5-135.

## APPENDIX XXXII

Statement showing occupations, categories and graders in the Sirpur Mills, Kagaznagar

All rates are in I.G. Currency.

Highly skilled	Skilled	Semi-skilled	Unskilled.
1	2	3	4
	Rs.	Rs.	Rs.
'A' O.S. 124-6-160	45-2½-70	35-2-65	30-1-35
B' O.S. 80-4-120			
Mechanics	.. Mechanical & Electrical Fitters	Asst. Mechanical & Electrical Fitters, Asst. Winders,	Helpers (Mazdoors), Line Boys
Process Foremen	.. Mechanics	Guillotine Machinemen, Asst. Turners, Blacksmiths, Khalasis,	Peons and Attendants, Stampers,
Process Supervisors	.. Electricians	.. Polishers, Brazers, Cutters	Press and Wire Boys, Gardeners,
Turbine Foreman	.. Welders	.. on Saw Machine, Firemen,	Sweepers, Scavengers, Asst.
Electricians	.. Moulders	.. Tinsmiths, Switch Board	Book Binders, Muccadams (mate)
Mechanical Fitters	.. Blacksmith Mistry	.. Operators, Junior Mechanics,	Asst. Firemen, Apprentice Switch
Moulders	.. Turners	.. Junior Turbine Drivers,	Board Operators, Miller Drivers,
Turners	.. Mason Mistry	.. Asst. Wiremen, Paper Machine	.. Balingmen, Cleaners, Helpers
Boiler Attendants	.. Carpenter Mistry	.. 2nd and 3rd Assistants,	of skilled traders, Khalasi Helpers,
(1st class)	.. Turbine Attendants	.. Compositors, Ruling Machine	Apprentices, Apprentice Finishers.
Overseers	.. Electrical Wiremen	.. Operators, Checker Book	
Paper Machinemen	.. Paper Machine First Asst.	.. Binders, Asst. Mistries (Process),	Women.
Head Maistries (Process)	.. Mistries (Process)	.. Masons, Carpenters, Asst.	Helpers (Mazdoors), Gardeners,
Electrical Supervisors	.. Sub- overseers	.. Moulders, Drillers, Finishers	.. Sweepers, Scavengers, Ayas.
Armature Winders	.. Khalasi Tandels	.. on pice- rate basis, Knife	
Buffing Machinemen	.. Compositors	.. Grinders, Shapers.	
Milling Machinemen	.. Ruling Machine Operators		
Welders	.. Knife Grinders		
	Mid-wife.		

## APPENDIX XXXIII

**THE SIR SILK LIMITED—SIRPUR KAGHAZNAGAR  
FIXED WAGES OF WORKERS SHOWN DEPARTMENTWISE**

*Rates given are consolidated which includes Dearness Allowance*

All rates are in I.G. Currency.

Designations	Wages range from	Designations	Wages range from
1	2	3	4
	Rs.		Rs.
<i>Cotton Purification</i>		<i>Chemicals</i>	
Fitters ..	.. 60 to 150	Operators ..	.. 52-4-0 to 90-0-0
Fitter Helpers, Oilers and Painters, Kier Filling and Emptying, Black Washmen Hydromen, White Washing ..	.. 52-4-0	Fitters ..	.. 60-2-0 to 165-0-0
Sweepers ..	.. 39-6-3, 52-4-0	Asst. Fitters ..	.. 52-4-0 to 74-12-0.
Kiermen ..	.. 55-4-0 to 87-8-6	Fitter Helpers, Man coolies. ..	.. 52-4-0
Boiling and Cisternmen ..	.. 52-4-0, .. 53-15-6	<i>Spinning</i>	
Bailingmen ..	.. 52-4-0, 69-14-0	Spinners ..	.. 52-4-0 to 110-0-0
		Chargehands ..	.. 60-0-0 to 140-0-0
<i>Cellulose Agetate</i>		Truckmen ..	.. 52-4-0 to 60-0-0
Operators ..	.. 67-4-0 to 80-0-0	Man Cooly Cleaners ..	52-4-0
Fitters ..	.. 90-0-0 to 200-0-0	Beltmen, Bobbin Buffers. ..	.. 52-4-0, 60-0-0
Chargehands ..	.. 65-0-0 to 100-0-0	Bobbin Fitters ..	.. 60-0-0
Asst. Chargehands, Lab. Assistants. ..	.. 70-0-0	Production Inspectors. ..	.. 60-0-0 75-0-0
		Operators. ..	.. 52-4-0 to 75-0-0.

## APPENDIX XXXIII—(Contd.)

1	2	3	4
	Rs.		Rs.
Fitter Helpers, Peons ..	.. 57-4-0	Sweepers ..	.. 60-0-0, 63-0-0
Man Coolies ..	.. 57-4-0 to 72-5-0	.. Fitters ..	.. 80-0-0 to 185-0-0
Khalasis ..	.. 90-0-0 102-10-6	.. Asst. Fitters ..	.. 80-0-0
		Helpers ..	.. 52-4-0, 60-0-0
Sweepers ..	.. 39-6-3	.. Pump Fitters ..	.. 83-11-3
		Welders, Candle ..	
		Warpers, Cap Buffers, ..	
		Weighers, Checkers and ..	60-0-0
		Male Coolies.	
Clerks ..	.. 60-0-0, 75-0-0	<i>Textiles</i>	
Back Winders ..	.. 52-4-0	Bobbin Checkers ..	.. 65-0-0, 75-0-0
Bobbin Cutters ..	.. 52-4-0 to 60-0-0	Helpers ..	.. 52-4-0 to 80-0-0
Sweepers (women coolies) ..	.. 39-6-3	Twisters ..	.. 52-4-0 to 100-0-0
<i>Mixing and Filtration</i>		Bobbin Dressers ..	.. 52-4-0
Rough Filtermen ..	.. 52-4-0	Pirn Winders ..	.. 75-0-0
Punchingmen, Man coolies ..	.. 60-0-0	Cone Winders ..	.. 52-4-0 to 95-0-0
Clerks ..	.. 70-0-0	Chargehands ..	.. 55-0-0 to 125-0-0
Mixer helpers ..	.. 52-4-0 to 70-0-0	Sweepers ..	.. 52-4-0 to 75-0-0
Tit- Mixermen, ..	.. 70-0-0 to	Fitters ..	.. 100-0-0, 150-0-0
Fittermen ..	.. 85-0-0		
Mixermen ..	.. 80-0-0, 85-0-0	Truckmen ..	.. 52-4-0 to 75-0-0
Pressmen ..	.. 60-0-0 to 76-0-0	Shift Clerks ..	.. 60-0-0 to 75-0-0
Sweepers ..	.. 39-6-3	Realers ..	.. 52-4-0 to 113-0-0



## APPENDIX XXXIII—(Contd.)

1	2	3	4
	Rs.		Rs.
<i>Acetone Recovery</i>			
Operators .	.. 60-0- to 85-0-0,	Stenclers	.. 60-0-0, 65-0-0
		Packers	.. 52-0-0 to 75-0-0
Foremen ..	.. 80-0-0, 100-0-0	Stampers	.. 65-0-0
Helpers ..	.. 55-4-0, 60-0-0	Pirn Winders	.. 52-4-0 to 75-0-0
<i>Maintenance</i>			
Welders ..	.. 100-0-0 to 200-0-0	Waste Cutters	.. 52-4-0, 60-0-0
Mechanics ..	.. 100-0-0 to 150-0-0	Cone Checkers	.. 52-4-0 to 75-0-0
Fitter ..	.. 75-0-0 to 150-0-0	Streeppers, Prters.	52-4-0
Loom Fitters ..	.. 90-0-0, 95-0-0	<i>Dyeing &amp; Finishing</i>	
Khalasis ..	.. 97-8-0 to 140-0-0	Fitters	.. 60-0-0 to 99-15-0
Asst. Fitters ..	.. 75-0-0	Winch M/c Operators	.. 52-4-0 to 150-0-0
Man Coolies, Peons	.. 52-4-0	Jiggermen	.. 60-0-0 to 150-0-0
Drivers ..	.. 52-4-0 to 100-0-0	Checkers	.. 60-0-0, 100-0-0
Helpers ..	.. 52-4-0 to 69-6-0	Stenter M/C Operators	.. 55-0-0 to 110-0-0
Calender M/c Operators	.. 60-0-0, 85-0-0	<i>Pirn Winding</i>	
Plating M/c ..	..	Twisters	.. 52-4-0 to 90-0-0
Operators, Folders, Office Boys		Reed Men,	.. 60-0-0
Stores Clerks, Dyeing		Truckmen.	
Recorders, Cleaning M/c Operators		Pirn Winders	.. 52-4-0 to 90-0-0.
Helpers ..	.. 60-0-0		
Packers ..	.. 60-0-0, 75-0-0	Re-winders	.. 60-0-0, 75-0-0
Stampers ..	.. 55-0-0, 60-0-0	West Boys	.. 52-4-0, 60-0-0
Sample Makers	.. 60-0-0 to 100-0-0	Chargehands	.. 150-0-0
<i>Weaving</i>			
Hydro M/c Operators	.. 55-0-0	General Head Jobbers.	.. 300-0-0
Tailors,			
Gray Batchingmen	.. 90-0-0	Head Jobbers	.. 200-0-0
Writers ..	.. 60-0-0, 65-0-0		

## APPENDIX XXXIII—(Contd.)

1	2	3	4
	Rs.		Rs.
Gray Examiners	.. 75-0-0	Jobbers	.. 200-0-0
<i>Warping</i>		Jacourd Jobbers,	.. 155-0-0
Warpers	.. 90-0-0 to 150-0-0	Jobber Helpers,	.. 150-0-0
Creal Boys	.. 60-0-0 to 85-0-0	Head Cut Lookers	.. 125-0-0 to 200-0-0
Clerks	.. 70-0-0, 100-0-0	Fancy Jobbers	.. 52-4-0 to 90-0-0
Sweepers	.. 60-0-0	Carpenters	.. 85-0-0, 150-0-0
<i>Sizing</i>		Knotters	.. 52-4-0
Sizers	.. 150-0-0 to 200-0-0	Sweepers,	.. 60-0-0 to 125-0-0
Back Sizers	.. 60-0-0 to 125-0-0	Fitter Helpers	.. 52-4-0
Beam Coolies	.. 52-4-0, 60-0-0	Holders	.. 60-0-0 to 125-0-0
Fitters	.. 165-0-0	Beam Coolies	.. 52-4-0 to 90-0-0
Fitter Helpers, Sweepers	.. 52-4-0	Peons	.. 60-0-0
<i>Drawing</i>		Shift Clerks	.. 60-0-0, 100-0-0
Drawers (piece work)	.. 150-0-0	Fitters	.. 120-0-0 to 150-0-0
Reachers	.. 100-0-0	Store Boys	.. 60-0-0, 110-0-0
Jobbers	.. 125-0-0	Oil Men	.. 90-0-0
<i>Workshop</i>		Weavers	.. 90-0-0, 125-0-0
		<i>Fire Station</i>	
Chargehands	.. 100-0-0 to 150-0-0	Fire Fighters	.. 52-4-0, 100-0-0
Turners	.. 75-0-0 to 150-0-0	Helpers	.. 60-0-0
Asst. Turners	.. 55-4-0	<i>Sales and Warehouse</i>	
Fitters	.. 60-12- to 175-0-0	Male Coolies	.. 52-4-0
Helpers	.. 52-4-0, 75-0-0	<i>T.O. Reserve</i>	
		Male Coolies	.. 52-4-0, 60-0-0
		<i>Electrical</i>	
Asst. Fitters, Welder Helpers	52-4-0	Electricians	.. 120-0-0 to 130-0-0
Machinemen, Hammermen		Wiremen	.. 70-0-0 to 130-0-0
Asst. Moulders.			

## APPENDIX XXXIII—(Contd.)


1	2	3	4
	Rs.		Rs.
Welders ..	.. 99-13-6	.. Helpers	.. 52-4-0
Tinsmiths ..	.. 75-0-0	Asst. Wiremen	.. 52-4-0 to 76-11-9
Blacksmiths ..	.. 52-4-0 to 81-0-9	Fitters	.. 112-0-0 to 167-5-6
Man Coolies ..	.. 52-4-0, 60-0-0		
Moulders ..	.. 80-0-0 to 110-0-0	.. Asst. Fitters	.. 110-0-0, 127-0-6
<i>Chilling Plant</i>		Winders	.. 160-0-0, 175-0-0
Operators ..	.. 60-2-0 to 150-0-0	.. Asst. Winders	.. 52-4-0, 75-0-0
Asst. Operators	.. 62-7-3	Cable Jointers	.. 150-0-0
Helpers ..	.. 52-4-0 to 75-0-0	Masons	.. 97-8-0
		<i>Filter Plant &amp; W.S. Plant</i>	
Mechanics ..	.. 109-12-0	.. Drivers	.. 52-4-0, 60-0-0
Fitters ..	.. 110-0-0	.. Fitters	.. 90-9-6
Man Coolies ..	.. 60-0-0	Man Coolies	.. 52-4-0 to 60-2-0
<i>Boiler House</i>			
Boiler Attendants	.. 80-0-0, 110-0-0	Sweeper (women coolies)	.. 39-6-3
L. Firemen ..	.. 60-2-0, 69-14-0	Carpentry	
Firemen ..	.. 52-4-0 to 75-0-0	Sharpeners	.. 70-0-0
Fitters ..	.. 74-12-0 to 90-0-0	.. B/Saw Cutters	.. 96-6-3
		Carpenters	.. 58-8-0 to 99-6-0
Fitters Helpers ..	.. 69-14-0		
Male Coolies ..	.. 52-4-0	.. Helpers, Women Coolies.	.. 52-4-0
<i>Camp and Colony</i>		<i>Department : General Office</i>	
Drivers ..	.. 52-4-0 to 78-1-6	.. Peons	.. 52-4-0 to 60-0-0
Fitters ..	.. 65-0-0, 75-0-0	<i>Department Watch and Ward</i>	
Malies ..	.. 52-4-0	.. Chowkidars	.. 52-4-2 to 65-1-3
Malans ..	.. 39-6-3		
Cartmen ..	.. 67-0-6		
Clerks ..	.. 65-0-0		

## APPENDIX XXXIII—(Contd.)

x	2	3	4
Rs.		Rs.	
<i>General Stores &amp; Transport</i>		<i>Time Office &amp; L.W.O.</i>	
Muccadams ..	.. 52-4-0 to 68-8-0	Peons ..	.. 52-4-0, 60-0-0
Helpers ..	.. 60-0-0	T.B.A. (Travellers Bungalow Attendant)	.. 52-4-0 to 65-0-0
Crane Drivers, Male Coolies	52-4-0	<i>Department Sanitation and Dispensary.</i>	
<i>Grains</i>		Scavengers, Dressers, Orderlies ..	52-4-0
	52-4-0	Cartmen ..	67-0-6
Male Coolies ..	.. 52-8-0	Sweepers (male coolies)	.. 52-4-0, 62-8-6
<i>General Laboratory</i>		Sweepers (women coolies)	.. 39-6-3
Lab. Assistants ..	.. 105-0-0		
Male Coolies ..	.. 52-4-0		
<i>Construction</i>			
Mason Maistries	.. 100-0-0 to 118-4-9		
Muccadams ..	.. 52-4-0 to 53-2-0		
Male Coolies ..	.. 52-4-0, 60-0-0		
Drivers ..	.. 52-4-0 to 60-15-0		
Mason ..	.. 52-4-0 to 92-4-6		
Cleaners ..	.. 52-4-0		
Helpers ..	.. 65-0-0		
Sweepers (women-coolies)	.. 39-6-3		
Fitters ..	.. 83-0-0		

## APPENDIX XXXIV

*Statement showing the Existing Clerical Grades in the units of different Industries*

Unit	Categories and Grades	Dearness Allowance
1	2	3
	Rs.	Rs.
1. Electricity Department (City Circle)		
2. District Power Schemes.		
3. A.T.P.S. Ramgundam.		
4. Drainage (Hyd. & Sec'bad)		
5. Water Works (Hyd. & Sec'bad)		
6. Distilleries, Narayanguda & Kamareddy.		
7. Govt. Printing Press.		
8. P.W.D. Workshop.		
9. Vazir Sultan Tobacco Co.	I I.G. 65-5-150 II I.G. 84-7-147-10-197 III I.G. 103-10-233	D.A. linked to cost of living index numbers (See Appendix XI).
10. Deccan Cigarette Factory.	Between O.S. Rs. 32 to 176	O.S. Rs. 20 & 30
11. Sirpur Paper Mills.	I O.S. 230-15-350 II O.S. 150-10-250 III O.S. 55-4-75-5-120-7½-150-10-180	.. From 44 to 65 .. 55% or O.S. 24 From 66 to 100 50% or O.S. 36 From 101 to 160 40% or O.S. 50 from 161 to 350 20% or O.S. 60
12. Nizam Sugar Factory	.. Routine clerks: 45-2½-80 Clerks other than routine: 60-3- 90 Senior Clerks : (1) 80-4-120 (2) 124-6-160 (3) 170-10-250	Minimum of 26 to 30 66⅔% 28 31 to 65 60% 28 66 to 100 50% 40 101 to 160 40% 52 161 to 350 24% 65

## APPENDIX XXXIV.—(Contd.)

1	2	3
	Rs.	Rs.
13. Sir Silk Ltd.	(1) O.S. 35-2-65 (2) O.S. 45-2½-80 (3) O.S. 80-4-120 (4) O.S. 124-6-160 (5) O.S. 170-10-250	D.A. as in Sirpur Paper Mills.
14. Kohinoor ..	I O.S. 30-3-45 plus	20
Glass Factory	II O.S. 44-4-64 plus	26
	III O.S. 65-5-90 plus	30
15. D.B.R. Mills .	Semi-clerk I.G. 28½-1½-42-EB-2-50	For first 75 Rs. 50%
	Jr. Clerk I.G. 50-3½-85-EB-5-100	From 76 to 250 Rs. 25%
	Inter grade I.G. 85-5-135-EB-7½-165	
	Sr. grade I.G. 135-7½-210-EB-10-250	
16. Azam Jahi ..	(1) I.G. 300-13-339-4-343	
Mills	(2) I.G. 219-13-297	
	(3) I.G. 108-8-220	
17. Hyderabad ..	(1) O.S. 260-15-320	} .. @ 17½
Chemicals &	(2) O.S. 150-10-260	
Fertilizers	(3) O.S. 75-7½-128-10-150	} .. 21
	(4) O.S. 60-5-75	
18. Hyderabad ..	(1) O.S. 80-5-130	.. @ 30%
Chemical &	(2) O.S. 100-5-150	.. @ 30%
Pharmaceu- tical Works.		
19. Deccan Ayur- vedashram, Pharmacy	Accountant I.G. 94-0-0 Superintendent I.G. 92-0-0 Store-keeper I.G. 40-0-0 Packing clerk I.G. 40-0-0 Despatch clerk I.G. 29-9-3	} All get Rs. 15
20. J. & J. De Chane	.. Clerks : Between I.G. 80 and 180	No dearness allow- wance.

## APPENDIX XXXV

*Frequency table showing the size of the different units of various Industries covered by the Wages Committee*

	1	2	3	4	5	6	General Engi- neering & Metal Works	Glass	Clay	Paper	Printing Presses	Rayon Silk	Sugar	Textiles & Textile Products	Water Works
20 and less	..	2	..	..	..	..	30	..	1	..	76	..	..	..	..
21 to 50	..	2	..	..	1	..	17	..	..	..	10	..	..	6	1
51 to 100	..	..	1	1	..	..	1	..	2	..	2	..	..	..	..
101 to 500	..	2	1	2	1	2	1	1	..	..	..	..	..	1	..
500 and above	..	..	1	..	..	1	3	1	..	1	1	1	1	2	1
Total	..	6	3	3	2	3	52	2	3	1	89	1	1	9	2

## APPENDIX XXXVI

*Statement showing the names of different units coming under different groups of Recommendations*

Units whose minimum pay packet for the least skilled worker should be I.G. Rs. 60	Units whose minimum pay packet for the least skilled worker should be I.G. Rs. 65	Units who should immediately grant an increase of I.G. Rs. 10 to all their employees both men and women and attain the pay packet of I.G. Rs. 65 in 3 years	Units for whom suggestion for consideration has been made to Govt. for inclusion under the Minimum Wages Act.
<ol style="list-style-type: none"> <li>1. Electricity Department (City Circle, District Power Schemes and Azamabad Thermal Power Scheme, Ramagundam).</li> <li>2. Drainage, (Hyderabad &amp; Secunderabad).</li> <li>3. Water Works (Hyderabad &amp; Secunderabad).</li> <li>4. Public Works Department Workshop.</li> <li>5. Government Printing Press</li> </ol>	<ol style="list-style-type: none"> <li>1. Distilleries (Narayanguda and Kamareddy).</li> <li>2. Nizam Sugar Factory, Bodhan.</li> <li>3. Sir Silk Limited.</li> <li>4. Allwyn Metal Works.</li> <li>5. Praga Tools Corporation.</li> <li>6. D.B.R. Mills.</li> <li>7. Azam Jahi Mills.</li> <li>8. Sirpur Paper Mills.</li> </ol>	<ol style="list-style-type: none"> <li>1. Smaller Engineering concerns employing more than 20 workers.</li> <li>2. Deccan Cigarette Factory.</li> <li>3. Hind Tobacco Company.</li> <li>4. Smaller Textile Mills.</li> <li>5. News Paper &amp; Job Press employing more than 20 workers.</li> <li>6. Kohinoor Glass Works.</li> <li>7. All units of the Clay Works.</li> <li>8. All units of the Chemical Works except Deccan Ayurvedashram Pharmacy which should grant only an immediate increase of I.G. Rs. 10 to all its employees.</li> </ol>	<ol style="list-style-type: none"> <li>1. Smaller Engineering concerns employing 20 or less workers.</li> <li>2. Job Presses employing 20 and less workers.</li> </ol>



## APPENDIX XXXVII

*Consumer price index numbers for the working class for the Important centres in Telengana (General Index).*

(Base : August 1943-July 1944=100)

Period				Hydrabad	Warangal	Nizamabad
1				2	3	4
1950	Averages	..	..	161	169	192
1951	..	..	..	167	175	210
1952	..	..	..	164	173	180
1953	..	..	..	177	192	185
1954	..	..	..	167	181	181
1955	..	..	..	149	158	155
1956	January	..	..	158	167	166
	February	..	..	161	168	168
	March	..	..	172	176	181
	April	..	..	182	181	183
	May	..	..	175	181	187
	June	..	..	179	189	193
	July	..	..	181	190	196
	August	..	..	184	200	202
	September	..	..	186	200	202*
	October	..	..	184	205	205*
	November	..	..	193	212	214*
	December	..	..	194	214	208*

\*Provisional

SOURCE : Bureau of Economics & Statistics, Hyderabad.

## APPENDIX—XXXVIII

## Consumer Price Index Numbers

(Base : 1949 = 100)

Year and month	Nagpur	Madras City	Bangalore	Bombay	Ahmedabad	Sholapur	Hyderabad City	Remarks
1950	99	101	105	102	104	97	105	
1951	104	103	115	108	105	105	108	
1952	101	102	115	110	104	104	106	
1953	103	109	114	118	111	108	115	
1954	99	106	106	117	98	98	108	
1955	96	99	103	110	87	82	97	
1955								
October	98	100	104	103	91	83	100	
November	98	101	104	107	92	85	101	
December	99	103	104	108	93	88	102	
1956								
January	100	103	105	109	92	91	103	
February	102	103	105	110	90	93	105	
March	103	105	108	114	93	99	112	
April	105	110	111	117	96	100	118	
May	105	110	112	116	95	100	114	
June	106	113	113	117	97	104	116	
July	106	114	115	115	98	105	118	
August	107	115	117	118	102	110	119	
September	107	114	118	115	103	111	121	(P)
October	..	112	118	117	105	115	119	(P)

P = Provisional

SOURCE :—Indian Labour Gazette, December 1956 page 508 and 509.

## APPENDIX XXXIX

*All-India Index Numbers of Wholesale Prices.*

(Base : Year ended August 1939=100)

			Cereals	Pulses	Other arti- cles of food	All food arti- cles	Tex- tile pro- ducts.	General index
	1		2	3	4	5	6	7
1947 (Average) ..	..	..	312	471	232	292	314	297
1948 .. ..	..	..	445	426	269	375	406	368
1949 .. ..	..	..	466	439	277	390	398	381
1950 .. ..	..	..	472	451	314	411	402	401
1951 .. ..	..	..	483	506	290	410	468	439
1952 .. ..	..	..	450	483	225	360	423	387
1953 .. ..	..	..	451	497	266	381	404	394
1954 .. ..	..	..	404	318	298	358	418	387
1955 .. ..	..	..	355	259	241	305	411	355
<b>1955</b>								
October .. ..	..	..	385	291	226	316	402	357
November .. ..	..	..	390	325	237	327	405	365
December .. ..	..	..	385	345	234	324	405	368
<b>1956</b>								
January .. ..	..	..	398	361	238	333	408	376
February .. ..	..	..	411	351	230	335	409	378
March .. ..	..	..	439	373	233	352	408	387
April .. ..	..	..	461	357	234	361	408	391
May .. ..	..	..	449	358	224	350	411	390
June .. ..	..	..	470	359	236	366	411	398
July .. ..	..	..	484	378	248	380	419	409
August .. ..	..	..	504(R)	397	259	397	421	419
September .. ..	..	..	509	394	248	393 (R)	427	420
October .. ..	..	..	510	386	247	392	420	418

R = Revised

SOURCE: Indian Labour Gazette, December 1956, page 527.

## APPENDIX XL

*Statement showing the All-India Average Consumer Price Index Numbers :*

( Base: 1949=100)

Year and month					General Index Number
1950	..	..	..	..	101
1951	..	..	..	..	105
1952	..	..	..	..	103
1953	..	..	..	..	106
1954	..	..	..	..	101
1955	..	..	..	..	96
1956	..	..	..	..	105
<b>1956</b>					
January	..	..	..	..	97
February	..	..	..	..	97
March	..	..	..	..	100
April	..	..	..	..	103
May	..	..	..	..	104
June	..	..	..	..	106
July	..	..	..	..	107
August	..	..	..	..	109
September	..	..	..	..	108
October	..	..	..	..	109
November	..	..	..	..	110 (P)
December	..	..	..	..	109
<b>1957</b>					
January	..	..	..	..	108 (P)

P: Provisional

SOURCE : Director In-charge, Bureau of Economics and Statistics.



सत्यमेव जयते

*Statement showing in a tabular form the Recommendations of the Wages Com-*

Name of the industry or unit	Recommendations	
	Basic wage	Dearness Allowance
1	2	3
<i>Public Utilities</i>	I.G. Rs.	I.G. Rs.
1. Electricity (City Circle, District Power Scheme and the Azamabad Thermal Power Scheme).	26 per month (para 246)	34 per month. Dearness allowance to be linked to the cost of living index numbers according to the formula suggested in paras (109 to 112). For other categories the rates of dearness allowance to be as follows :—
		<i>Income Group      Dearness Allowance</i> Re. 1 to Rs. 50    I.G. Rs. 34 Rs. 51 to Rs. 100 I.G. Rs. 40 Rs. 101 and above I.G. Rs. 45 (para 112)
2. Drainage Department	Do	Do
3. Water Works Department.	Do	Do

## XLI

*mittee regarding Basic Wages and Dearness Allowance in the various Industries*

regarding :

Categories and differentials	Remarks
4	5
I.G. Rs.	
Supervisory I .. 150-7½-210-EB-10-310 Supervisory II .. 95-4-115-EB-5-150 Highly skilled .. 75-3-105 Skilled Grade I .. 55-2½-75 Skilled Grade II .. 40-2½-65 Skilled Grade III .. 35-1½-45 Semiskilled .. 30-1-40 Unskilled .. 26-1-30 Executive Technical .. 140-5-170-EB-6-200 Executive Ministerial .. 60-4-100-5-140 (paras 247 and 248)	Women employed on the same or similar type of work must be paid the same minimum basic wage. (para 105)
Supervisory .. 95-4-115-EB-5-150 Skilled Grade I .. 75-3-105 Skilled Grade II .. 55-2½-75 Semiskilled .. 30-1-40 Unskilled .. 26-1-30	Do
Boy Mazdoors (below the age of 18 years) should get 2/3rd of the basic wage of male mazdoors. (para 253).	
Supervisory I .. 150-7½-210-EB-10-310 Supervisory II .. 95-4-115-EB-5-150 Highly skilled .. 75-3-105 Skilled Grade I .. 55-2½-75 Skilled Grade II .. 40-2½-65 Semiskilled .. 30-1-40 Unskilled .. 26-1-30 Meter Inspectors .. 140-5-170-EB-6-200 Meter Readers .. 60-4-100-EB-5-140 (para 260)	Do

1	2	3
	I.G. Rs.	I.G. Rs.
<i>Government owned concerns</i>		
1. Distilleries ..	26 per month (para 246)	39 per month. Dearness allowance to be linked to the cost of living index numbers according to the formula suggested in paras (109 to 112.) For other categories the rate of dearness allowance is as follows :
		<i>Income group      Dearness Allowance</i> Re. 1 to Rs. 50    I.G. Rs. 39 Rs. 51 to Rs. 100   I.G. Rs. 45 Rs. 101 and above   I.G. Rs. 50 (para 112).
2. P.W.D. Workshop ..		Same recommendations as for Electricity. (para 128)
3. R.T.D. Workshop ..		No recommendations. (para 278)
<i>General Engineering</i>		
1. Praga Tools Corporation.	26 per month Pay packet of the least skilled should be Rs. 65 per month.	Rs. 39 per month. Other recommendations are same as for Distilleries.
2. Allwyn Metal Works. .	Do	Do
3. Minor Engineering .. concerns, employing more than 20 workers.		Immediate increase in the present emoluments of all workers both men and women by Rs. 10 per month and attainment of the pay packet of Rs. 65 within a period of three years. (Para 156).
4. Minor Engineering .. concerns employing less than 20.		Government should notify these concerns to be included in the schedule of the Minimum Wages Act, (para 157).



XLI.—(Contd.)

		4	5
		I.G. Rs.	
Supervisory	I ..	95-4-115-EB-5-150	Women employed on the same or similar type of work must be paid the same minimum basic wage. (para 105)
Supervisory	II ..	75-3-105	
Skilled grade	I ..	55-2½-75	
Skilled grade	II ..	40-2-60	
Semiskilled	..	30-1-40	
Unskilled	..	26-1-30	Regarding Government Alcohol Factory no recommendation was made since an appeal is pending in the Supreme Court, (para 286).
		(para 285)	
Supervisory grade I	..	Same as Electricity (para 269)	Women employed on the same or similar type of work must be paid the same basic wage (para 105).
Do	II ..	Do	
Highly skilled	..	Do	
Skilled	..	I.G. Rs. 40-2½-55-EB-Trade test-2½-65-EB-3-80.	
Semi-skilled	..	„ 30-1-40-1½-45.	
Unskilled	..	„ 26-1-30.	Do
No recommendations		(para 278)	
No recommendations		(para 273)	Do
Do	..	(para 276)	Do
		<i>Daily rated</i>	
Highly skilled	..	I.G. Rs. 2-12-0—0-4-0—4-0-0	Do
Skilled grade	I ..	2- 2-0—0-3-0—2-14-0	
Do	II ..	„ 1- 8-0—0-2-0—2- 8-0	
Do	III ..	„ 1- 6-0—0-2-0—1-12-0	
Semi-skilled	..	„ 1- 2-6—0-1-6—1- 8-0	
Unskilled	..	„ 1- 0-0—0-0-6—1- 2-6	
		(para 282)	

1	2	3
	I.G. Rs.	I.G. Rs.
<i>Printing Presses</i>		
1. Government Printing . Press & University Press.		Same recommendation as for Electri- city, (para 193.)
2. Newspaper & Job . . Presses, employing more than 20		Same recommendation as for minor engineering concerns employing more than 20 workers, (para 190).
3. Newspaper & Job . . Presses, employing 20 workers or less.		Same recommendation as for minor engineering concerns employing 20 or less. (para 191)
<i>Glass &amp; Clay Works</i>		
1. All the three clay . . works.		Same recommendation as for minor engineering concerns employing more than 20 workers. (para 195 and 200)
2. All Glass works . .		
<i>Cigarette</i>		
1. Vazir Sultan Tobacco Co.		No recommendations.
2. Hind Tobacco & Deccan Cigarette Factory.		Should immediately grant an increase of Rs. 10 to all workers and attain pay packet of Rs. 65, within three years, (para 165)
<i>Chemicals</i>		
1. All the Chemical units . .		--do-- except in the case of Deccan Ayurvedashram for whom the 3 years period has not been recommend- ed, (para 210)

## XLI—(Contd.)

		4	5
I.G. Rs.			
Grade	I	.. 26-1-30	Women employed on the same or similar type of work must be paid the same basic wage (Para 105)
"	II	.. 30-1-45	
"	III	.. 40-2-60	
"	IV	.. 60-3/2-75	
"	V	.. 75-3-105	
"	VI	.. 100-5-125	
"	VII	.. 115-7-150	
"	VIII	.. 140-4½-176-EB-6½-215-EB-8½-300	
"	IX	.. 215-8½-300-EB-12½-375 (para 295)	
Supervisory		.. 75-3-105	Do
Skilled Grade	I	.. 50-2½-90	
Do	II	.. 30-1½-45	
Unskilled		.. 26-1-30 (para 302)	
Do			Do
<i>Clay</i>		<i>Glass</i>	
Supervisory		.. 75-3-105	Unskilled .. 26-1-30 Do
Skilled	I	.. 55-2½-75	Semi-skilled .. 28-1-35-2½-40
	II	.. 40-2-60	
Semi-skilled		.. 30-1-40	Skilled II .. 40-3-55
			Skilled I .. 55-5-80
Unskilled		.. 26-1-30 (para 327)	Highly skilled .. 85-5-135 (para 323)
			Do
No recommendations			
Unskilled	..	.. 26-1-30	
Semi-skilled	..	.. 30-1½-45	Do
Skilled	..	.. 45-2½-65-5-90	
Supervisory	..	.. 60-5-90 (para 314)	

The existing grades of Hyderabad Chemicals and Fertilisers should continue but the basic minimum wage should be 26 per month. For other Chemical concerns they should have the following scales :—

Unskilled	..	.. 26-1-30	Do
Other categories as per the Wage Board recommendations (paras 340-341)			

1	2	3
	I.G. Rs.	I.G. Rs.
<i>Sugar</i>		
1. Nizam Sugar Factory .	26	As recommended for Distilleries.
<i>Rayon Silk</i>		
1. Sir Silk Ltd. . . .	26	Do
<i>Paper</i>		
1. Sirpur Paper Mills . .	26	Do
<i>Textiles</i>		
1. Azam Jahi and D.B.R. Mills.	26	Do
<p>1. (a) All Bigger units to adopt the following grades for the clerical staff:—</p> <p>Third grade clerks who are undergraduates to start at I.G. Rs. 70 and graduates at I.G. Rs. 99 per month.</p> <p>I.G. Rs.</p> <p>3rd grade clerks . . . 50-3-95-EB-4-135</p> <p>2nd grade clerks . . . 125-5-155-EB-7½-200</p> <p>1st grade clerks . . . 200-10-300-EB-15-375</p>		
1. All small units should adopt the following grades and D.A. for the clerical staff.	<p>3rd grade clerks . . . 50-2½-65</p> <p>2nd grade clerks . . . 65-3-95-EB-4-155</p> <p>1st grade clerks . . . 150-5-180-EB-7½-225</p>	<p>D.A. Rs. 38 p.m.</p> <p>D.A. Rs. 43 p.m.</p> <p>D.A. Rs. 48 p.m.</p> <p>(Para 351 and 352)</p>
<p>So far as the placing of old incumbents in the new scales is concerned, following will be the <i>modus operandi</i>.</p>		
<p>(1) Clerks drawing basic pay which is higher than the initial pay laid down by us should be placed in the new scale at the next stage of the increment, calculated on the basic salary drawn on 1st January 1957.</p>		
<p>(2) Clerks who have put in more than 5 years service in a concern in a particular grade will be entitled to an additional increment in that grade.</p>		
<p>(3) In no case the emoluments of an old employee shall be reduced (Para 354).</p>		

## XLI.—(Contd.)

4	5
I.G. Rs.	
No recommendations	.. .. Women employed on the same or similar type of work must be paid the same basic wage, ( para 205 )
Do	Do
Do	Do
Should adopt the Sholapur Standardisation Scheme, (para 308)	Do

2. The minimum basic wage of I.G. Rs. 26 is common to all units of industries.
3. All public utilities and Government owned concerns except Distilleries should bring up the pay packet of the least skilled worker to Rs. 60. p.m.
4. All units of industries other than those coming under No. 3 above should bring up the pay packet of the least skilled worker to Rs. 65 p.m. except Deccan Ayurvedasharam.
5. The linking of dearness allowance to the cost of living index numbers is applicable to all units of industries.
6. The public utilities and Government owned concerns except Distilleries should pay dearness allowance according to the scale shown under 'Electricity'.
7. All other concerns should follow the scale of paying dearness allowance as shown under Distilleries.